



Advanced Employment Law

If you have employment law or employment relations responsibilities as part of your role, then this workshop is for you. We will take you through some of the more advanced ER legal issues and processes that you need to know. Elephant workshops are practical, outcome-based learning sessions so you'll leave with useful, real-life tools, templates and answers to use when you get back to work. We also have some great discussions and a bit of fun (yes even learning employment law!).

We also answer any questions you have with practical solutions and ideas you can really use.

Course Contents

9am	<p>Employment Agreement complexities</p> <p>The clauses you should have in executive employment agreements or for specialist roles. We cover the legal issues and HR fishhooks you need to plan for.</p>
10am	<p>Restructuring, dismissals and pandemic issues</p> <p>We cover three areas where there are more complex ER issues:</p> <ul style="list-style-type: none"> • Restructuring – recent case law that has caught employers out • Dismissals – making sure you are complying with all good faith provisions and recent case law changes • Pandemic issues – dealing with some of the more unique issues the pandemic has caused including vaccinations, covid testing at work, employees stuck overseas due to lockdowns and more.
11am	MORNING TEA
11.30am	<p>Running Investigations</p> <p>In this session you will cover:</p> <ul style="list-style-type: none"> • The law around suspension and investigation allegations • Making sure you take the right approach with your investigation depending on whether it is misconduct, serious misconduct or involves bullying/harassment, fraud or issues outside the workplace • How to have the conversations that need to happen while you investigate. What should you say? How do you overcome some of the process and psychological issues that can happen with both the accuser and those the allegations are against, as well as those working with them.
1pm	LUNCH
2pm	<p>Personal Grievances and Settlements</p> <ul style="list-style-type: none"> • The legislative issues around employees who raise a Personal Grievance (PG) • How to respond to a PG, assessing the situation and risk analysis • The law around Settlement Agreements, how and when to use them, the HR issues that you need to plan for and a real case study so if you are writing a Settlement, you know the exact wording you need to use
3.30pm	<p>Attending Mediation</p> <p>This session covers how mediation works. We take you through a case study to prepare for mediation. You'll learn what documentation to prepare, how to advise and support managers who are attending with you and what do to on the day of mediation.</p>
5pm	FINISH