



## THE DO'S AND DON'TS

### OF TERMINATING EMPLOYMENT CONTRACTS

How to make your way through the legal minefield without slipping



For many Managers and Supervisors, one of the trickier aspects of their job is knowing when and how to dismiss an employee when things are just not working out. The raft of different laws which apply to terminating an employment contract can cause confusion and result in either hasty action or inaction, options which are legally risky and simply not good for business.

In uncertain times and with change to federal unfair dismissal law taking effect in July 2009, the need for employers to understand and comply with their legal obligations is more important than ever. This workshop delivers certainty, providing Managers, Supervisors and their internal advisers with the knowledge, skills and confidence they need to make their way through the legal minefield.

*Workshop outline overleaf*

#### WHO SHOULD ATTEND?

Managers, Supervisors,  
HR Professionals,  
Corporate Counsel

#### RESERVE A DATE NOW

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M: 0410 622 887

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devinelaw.com.au

*We can present this  
workshop either in your  
workplace or off site.*

#### Key Benefits

- Up to the minute information about relevant law - including the new unfair dismissal laws contained in the *Fair Work Act 2009* which commence on **1 July 2009**.
- Understand employment law in context.
- Examine tricky issues and find out what to do when they arise—including redundancy, transfer of business, abandonment of employment.
- Learn lessons from real cases.
- Professional development, the key to risk prevention and reduction in legal costs.
- Access to specialist expertise, with plenty of opportunity to ask questions and to share ideas.
- Take away practical resource material.

# DEVINE LAW AT WORK



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## Workshop Outline

<b>9am-9.15am</b>	<b>Welcome and Introduction</b>
9.15am-10am	The many and varied ways to terminate an employment contract—the laws which apply and the 'how to' of minimising legal risks
10am-11am	Tricky issues— constructive dismissal; abandonment of employment; fitness for work; legal limbo
<b>11am-11.20am</b>	<b>Refreshment break</b>
11.20am-11.50am	In focus: redundancy and transfer of business.
11.50am-12.20pm	How to have <i>that</i> difficult conversation with your employee
12.20pm-12.50pm	What happens next: the ongoing duties of employer and employee
<b>12.50pm-1pm</b>	<b>Review and Conclusion</b>

### YOUR PRESENTER

This workshop will be presented by Elizabeth Devine, Principal of Devine Law at Work. Elizabeth has specialised in workplace law for 13 years and has practiced law for 18 years. In 2002 she founded Devine Law at Work, a law firm and workplace relations consultancy which is in the business of *helping people work together for better results*.

A professional speaker and enthusiastic educator, Elizabeth is known for her easily understood and approachable style.

More information about Elizabeth is available at [www.devinelaw.com.au](http://www.devinelaw.com.au)

*Elizabeth is an outstanding public speaker. Her knowledge of employment law issues is extensive and her ability to impart the information to our delegates is impressive. Delegate feedback is always extremely positive.*

#### Denise Tanner

Conference Producer – Team Manager,  
Legalwise Seminars

