



# HEALTH, SAFETY & ABILITY AT WORK

*What directors, managers and advisers need to know and do  
to successfully make their way through the legal maze*

**HALF DAY WORKSHOP**

**Wednesday, 14 March 2012 - Parramatta**

Details on pages 2 and 3 >>>>>>

**RESERVE YOUR PLACE NOW**

Limited places available - book early

Details on page 3 >>>>>>

# DEVINE LAW AT WORK



T: 02-9568 2007

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## WHY YOU SHOULD ATTEND THIS WORKSHOP

*Management of the array of issues which can arise with employees who are ill, injured or disabled is one of the most complex aspects of the legal side of people management. It can involve consideration of and compliance with contract law, the Fair Work Act, anti-discrimination laws, workers compensation law and work health and safety (WHS) law (formerly known as OHS). With such a vast array of laws to bear in mind, it is little wonder that key decision makers can be confused about what they can and can't do.*

*Not only is it important for directors, managers and their advisers to understand why their decisions in relation to ill, injured and disabled employees need to be informed by these laws, it is essential that they remain up to date with the ever changing landscape of employment law. With the recent commencement of new WHS laws on **1 January 2012** there has never been a better time to enhance your skills and expertise in this tricky aspect of business life.*

*When we presented this workshop in November 2011 we received excellent feedback - see pages 4 and 5 for details.*

## PROGRAM

**8.30am-9am**                      **Registration, Networking and Refreshments**

9am-9.15am                      Welcome and Introduction

9.15am-10.15am              *Understanding the legal jigsaw puzzle:* contract law; the *Fair Work Act 2009*, anti-discrimination law; workers compensation law and WHS law.

10.15am-11am                 The *Work Health and Safety Act 2011* - what you need to know about the new WHS laws which commenced on 1 January 2012.

**11am-11.15am**                **Refreshment Break**

11.15am-11.45am              *Risk Management* - a how to guide to identifying and responding to risks to health and safety in your workplace.

11.45am- 12.15pm             *Fitness for work* - the rights and obligations of employers and employees when an employee's ability to perform their duties comes into question.

12.15pm - 1pm                 *Tricky issues* - a how to guide to having confidence in performance management, disciplinary action and dismissal of employees who are ill, injured or disabled.

1pm                                 **Conclusion**

## KEY BENEFITS

- *up to the minute information*
- *employment law in context*
- *highly interactive*
- *small group*
- *practical focus*
- *focus on the concerns and interests of participants*
- *lessons from real life*
- *share ideas with peers*
- *access to a specialist*

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## DATE & LOCATION

Wednesday, 14 March 2012

Sebel Hotel

350 Church Street, Parramatta

*Parking available on site - car parking included in fee*

## TIME & INVESTMENT

8.30am for 9am

Workshop concludes at 1pm

Lunch served at 1pm (*if you wish to attend, no additional cost*)

**\$375\*** (inclusive of GST)

*\*includes morning tea, lunch and course notes*

## HOW TO REGISTER

**Online:** [www.devinelaw.com.au](http://www.devinelaw.com.au)

**Email:** [info@devinelaw.com.au](mailto:info@devinelaw.com.au)

**Tel:** 02 - 9568 2007

**Fax:** 02 - 9567 2020

**Register now and pay later - by 7/3/12.**

Registrations accepted until 5pm 7/3/12.

## INFORMATION

Eric Poulos, Manager of Knowledge and

Education Services - M. 0439 426 417

E. [eric@devinelaw.com.au](mailto:eric@devinelaw.com.au)



## YOUR PRESENTER

This workshop will be presented by Elizabeth Devine, Solicitor and Workplace Relations Consultant. Elizabeth has specialised in employment law for 15 years and has practiced law for 20 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.*

Elizabeth is committed to not only enhancing the knowledge and expertise of employers and their managers in employment law but also to ensuring that the learning experience is a dynamic, interactive and enjoyable one.

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

## FEEDBACK FROM OUR NOVEMBER 2011 WORKSHOPS ON HEALTH, SAFETY AND ABILITY AT WORK

*Elizabeth's knowledge is contagious. Her seminar has motivated me to learn more -*  
Nadine Robson, Manager, Quofore

*Excellent delivery of course and information given. I learned new things and also received a refresher -* Alicia Ferreira, Human Resources Manager, Flintwood Disability Services

*Continued on next page*

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## MORE FEEDBACK FROM OUR NOVEMBER 2011 SESSIONS OF THE 'HEALTH, SAFETY AND ABILITY WORKSHOP

*The live examples provided by others in the group were both interesting and informative. It was good to be able to actively participate rather than it be a straight 'sit and listen' session.*

Jason Kelly, Manager, Technology Leasing (HAL Group)

*I am new to HR but found it easy to follow and understand. Lots of examples given and the language used was easy to understand. The handout will be a great resource for me.* Diane Ridley

*Great use of 'real world' practical examples. I enjoyed the interactive approach of the presenter.*

Gareth Hipwell, Solicitor

*Very interesting, not too long and a very open class.*

Chris Haining, Manager, Active Hire Group

*Fantastically informative!*

Annette Fontana, Principal and Solicitor, Forum Law

*Once again, attendance and advice received from Elizabeth in a straight forward, easily understood language steers my business in the right direction when looking at compliance and future proofing for all workplace issues.*

Sharyn McKissock, General Manager, Digital Camera Warehouse



*In the six years she has been delivering presentations for Legalwise Seminars, Elizabeth Devine has continued to be one of our most knowledgeable and engaging presenters. She consistently receives high praise from our delegates, who greatly appreciate her warm and interactive presentation style and her thorough seminar materials. Elizabeth has truly proven herself to be an incredible asset to our organisation in the areas of workplace law and workplace health and safety and we cannot recommend her high enough.*

Ashley Baker, Program Manager  
Legalwise Seminars