



FRIDAY 6 JUNE 2025
10.30AM | THE LAKEHOUSE SUNSHINE COAST

EMPLOYMENT LAW MINEFIELD CONFERENCE

A conference about meeting your workplace
obligations and minimising your risk

10:30 – 10:45 **REGISTRATION**

10:45 – 10:50 **WELCOME**

10:50 – 11:45 **UNDERSTANDING EMPLOYEE ENTITLEMENTS**

It is essential that employers ensure they are remunerating their employees correctly, and that they have the necessary documentation in place to explain those remuneration arrangements and minimise risk for the business. This session will look at:

- How to determine what awards apply to your business, and what classifications apply to your employees
- What you should include in your employment contracts
- Tips for avoiding underpayment claims
- Q&A

11:45 – 12:45 **PREVENTING SEXUAL HARASSMENT, SEX BASED HARASSMENT & HOSTILE ENVIRONMENTS**

Employers have an obligation to provide workplaces that are free from sexual harassment, sex based harassment and hostile workplace environments. With legislation changes increasing employer obligations, employers must take proactive reasonable steps to prevent or minimise these behaviours in their workplace, or otherwise risk significant financial repercussions. To assist employers to understand their obligations, this session will look at:

- How to identify sexual harassment, sex based harassment and hostile workplace environments
- The positive duty to eliminate sex discrimination and harassment including prevention plan requirements
- Lessons learned from recent cases
- What an employer needs to do to mitigate their risk of these claims
- Q&A

12:45 – 13:30 **LUNCH**

13:30 – 14:30 **RESTRUCTURING AND REDUNDANCIES**

As businesses plan for the future, employers may be considering their human resources requirements and how to structure their businesses moving forward. It is crucial that if a business is restructuring, and redundancies are being considered, employers understand the risks and steps that need to be taken to minimise a potential claim. This session will provide practical tips and look at:

- What is a genuine redundancy?
- How can I demonstrate a genuine redundancy?
- How do I consult with employees about redundancy (and ultimately terminate for redundancy reasons)?
- What are the potential pay obligations associated with redundancy?
- Common mistakes made by employers who terminate for redundancy reasons
- Q&A

14:30 – 15:30 **MANAGING POOR PERFORMANCE & CONDUCT**

How do you get the best out of your employees, whilst also being in a position to manage or terminate employees who do not meet your expectations? To facilitate these outcomes, this session will look at:

- Why employers should proactively manage performance
- A best practice guide to performance management
- Important tips for employers who are performance managing employees
- Q&A

15:30 – 15:35 **CLOSING**

15:35 – 16:30 **DRINKS AND NETWORKING**

AITKEN LEGAL is a specialist employment law firm. Employment Law is the only law we practice, AND we only represent and advise Employers.

ABOUT THE SPEAKERS



Angela Engel
Senior Special
Counsel

Angela has focused on employment law for over 25 years, working with Employers.

She joined Aitken Legal in April 2011 with the opening of our Gold Coast Office and has been a valuable contributor to building the firm's clientele and excellent reputation.

Angela is highly experienced in advising clients in all facets of Employment Law and has successfully assisted many businesses with employment law matters across a diverse range of industries, including manufacturing, hospitality, finance, legal, community, medical, wholesale/distribution, retail, education and construction.

Additionally, Angela has strong workplace investigations skills, which are regularly called upon to assist employers in private business and local government to understand and solve complex workplace complaints and ultimately avoid further legal disputes.

She represents employers in all litigation matters relevant to the employment relationship, including unfair dismissal and general protection claims; discrimination complaints; breach of contract claims; underpayment claims and prosecutions by the Fair Work Ombudsman. Angela has a strong focus on providing practical legal advice and resolving matters in a commercial and cost-effective manner.



Hamish Procter
Special Counsel

Hamish Procter has over 12 years' experience as an Employment Lawyer acting only for Employers and is recognised as an **Accredited Specialist in Workplace Relations** in both Queensland and Victoria.

He practices in all aspects of Employment Law from employment contracts; enterprise agreements; determination of entitlements under awards, enterprise agreement and legislation; management of poor performance/misconduct issues; termination of employment; restructures and redundancies; and much more. He has extensive experience in representing clients in unfair dismissal and general protection claims, as well as other employment related litigation.

Hamish is an experienced investigator, and has undertaken advanced training in workplace investigations, including a Certificate IV in Government Investigations. He is also passionate about providing training to clients and their managers on how to manage underperforming staff as well as workplace bullying, sexual harassment and other conduct related complaints.



WHO SHOULD ATTEND?

- Business Owners and Directors
- Employed Human Resource Professionals
- Business Managers and Practice Managers

WHY SHOULD I ATTEND?

- Receive **4 hours** of **expert legal knowledge** from senior employment lawyers.
- **Identify and address potential risks** in your workplace before they become a problem.
- **Identify key factors** that should be taken into consideration **before making decisions** relating to your workforce.
- **Q&A session** following each presentation.
- CPD points where relevant.

TIME AND VENUE

10.30 am to 4.30pm

The Lakehouse Sunshine Coast

15 Freshwater St, Mountain Creek QLD 4557

COST TO ATTEND

- **\$450** for **1 ticket** (excl GST)
- **\$400** per ticket for **2 or more tickets** (excl GST)

HOW TO REGISTER

[CLICK HERE TO REGISTER](#)



OR

SCAN HERE



REFUND POLICY

If after booking, you are unable to attend, you can nominate someone else to attend in your place. Please advise who the substitution will be. Send email to events@aitkenlegal.com.au.

Cancellation 14 days (or more) before the conference: **80% refund** of the fees.

Cancellation 13 days or less before the conference: **no refund**.

CONTACT

Kim Milnes, Client Relationship & Marketing Manager
events@aitkenlegal.com.au
07 5413 4000

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OR



“Excellent presenters and information sharing. I really value learning from Lawyers who are working with the legislation on real life cases on a daily basis.”

“I walked away feeling better informed and clear on what improvements we needed to make.”



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