

REGISTRATION

EMPLOYMENT FUNDAMENTALS - MANAGING THE RELATIONSHIP

LIVE WEBINAR – Thursday 13 June: 11am-12.30pm, Your Computer

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REGISTER & PAY ONLINE www.lawyerseducation.co.nz

DATE & LOCATION

LIVE WEBINAR 13 June 11am-12.30pm Your Computer

WEBINAR REGISTRATIONS CLOSE 3pm Wednesday 12 June

PLEASE NOTE: To ensure you receive your hard copy book in **advance** of the webinar you must **register at least 10 working days** before the webinar date.



To participate in the webinar you will need:

- A broadband connection
- Headphones to plug into your computer or external speakers
- Up to date operating system and web browser - see: <https://bit.ly/2BMEaeF> for more information
- For help, contact cle@lawyerseducation.co.nz or 0800 333 111

REGISTER

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*BOOK

Books are available in Hard Copy, PDF or Both. Please indicate your choice on the registration form overleaf.

- **Hard Copy**
Your book will be posted to you prior to the webinar.
- **PDF**
You will be emailed a PDF copy of the book 3 working days before the event.
- **Both Hard Copy & PDF**
You will be emailed a PDF copy of the book 3 working days before the event and will be posted to you prior to the webinar (see above).

CANCELLATION AND REFUND POLICY

Since the webinar is available to registrants as an archive after the live presentation, there is no cancellation - we just transfer your user status as a registrant from the live presentation to a purchaser of the webinar package of recorded webinar, PowerPoints and booklet.



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1.5
CPD hours

WEBINAR

EMPLOYMENT FUNDAMENTALS - MANAGING THE RELATIONSHIP

June 2019

IN THIS WEBINAR

Understand good faith requirements and how to ensure a fair and reasonable process in managing the relationship

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EMPLOYMENT FUNDAMENTALS - MANAGING THE RELATIONSHIP

At the heart of the employment relationship is the principle of good faith, with employees and employers obliged to deal with each other fairly and reasonably at all times.

OUTLINE

It is imperative that you are able to provide your clients with timely and effective advice in the employment arena. Relatively small issues, that are not effectively addressed from the outset, can rapidly escalate and morph into much larger problems for your clients.

This webinar will consider key aspects of the employment relationship including good faith, changing terms, disciplinary action and performance management.

In considering these aspects, it will examine the practical implications of s 103A and s 4 of the Employment Relations Act 2000. Section 103A sets out a test for determining whether an employer's actions were that of a fair and reasonable employer in the circumstances.

Advice to ensure a fair process will be covered from the perspectives of the employer and employee.

Additionally, it will look at, in what circumstances it would be advisable to recommend that the client engage the services of an independent investigator.

LEARNING OBJECTIVES

After this webinar you will be able to:

- Identify the key issues that typically emerge in employment relationships.
- Apply this understanding when advising clients.

WHO SHOULD ATTEND

All lawyers who provide employment advice with up to intermediate experience.

MATERIALS

A background book written by the presenters is available in hard copy, PDF, or both. Please indicate your choice upon registration.

FEE (Incl GST)

\$149 NZLS members/associates; \$179 non-members.

FORMAT

Via the internet, you will see and hear the presenters, see the PowerPoint slides and be able to type in questions.

- You will be emailed a link to the webinar one week in advance, and receive a reminder the day before.
- You will be able to submit questions in advance.

On the day

- 10 minutes before the start time, click your link to join the webinar – ensure your sound is turned on.
- Phone 0800 333 111 for help.

CPD – Attendance at the live webinar

- You will be emailed a certificate of attendance after the webinar for CPD verification.
- You can watch the presentation again, as many times as you wish for no additional cost.

Registration but non-attendance on the day

- Under the CPD Scheme only those who attend a live webinar are eligible to claim CPD hours. You can still however watch the archived recording.

PRESENTERS



Bridget Smith, SBM Legal, Auckland

Bridget is a specialist employment adviser on the full range of employment law and health

and safety issues for employers and senior individuals. Who's Who Legal International rate her as a leading expert and Chambers and Partners describe Bridget as someone who seeks the solution and not the fight. She has advocacy experience at all levels and regularly appears in the specialist employment jurisdictions. Bridget also appeared as counsel in the Royal Commission of Inquiry into the Pike River Mine Tragedy.



Andrea Twaddle, Davidson Twaddle Isaac Lawyers Limited, Hamilton

Andrea is a director of DTI Lawyers and an employment law

specialist. She represents both employer and employee clients. Andrea is an experienced advocate within the employment jurisdiction. She has a reputation for providing pragmatic, commercially focused advice, and is called upon as a regular commentator and presenter to industry and professional groups regarding topical employment law issues. Andrea's advisory and advocacy work includes resolving workplace disputes, restructuring, disciplinary investigations, breaches of confidentiality, and restraints of trade, tailoring contractual and policy documentation and managing health and safety matters.