



Burning Issues in Employment Law Conference 2025

Conference Programme for Thursday, 9 October 2025

**The *Law*
Association
OF NEW ZEALAND**

In Person

Thursday 9, October 8:15am – 5:15pm
7 CPD Hours

Park Hyatt
99 Halsey Street, Auckland

Livestream

Thursday 9, October 8:15am – 5:15pm
7 CPD Hours

Online
Livestream link of the event
will be provided the day prior

Join us at the Burning Issues in Employment Law Conference 2025



The Law Association of New Zealand is proud to present its inaugural **Burning Issues in Employment Law Conference**, building on the popularity and reputation of our annual Burning Issues in Employment Law Forum. The full-day conference offers a timely and in-depth look at the key developments, challenges, and future directions in employment law.

Chaired by Catherine Stewart, Employment Law Specialist and Convenor of TLANZ's Employment Law Committee, this programme features a strong line-up of sessions led by representatives of the judiciary, cabinet, and employment law community. Expect thought-provoking insights and discussions on legislative change, evolving case law, the growing impact of AI, and shifting expectations in workplace rights and regulation. Whether you're navigating complex client matters or shaping internal policy, this event is designed to leave you better informed and ready for what's next.

TLANZ's Annual Employment Law Dinner, which follows the conference, provides further opportunity to connect with colleagues and speakers in a relaxed setting.

Secure your spot today!

Employment Law Dinner Event

Celebrate and connect with peers at the **Employment Law Dinner** — an evening of networking, conversation, and entertainment over a three-course plated meal.

Open to all members of the employment law community, regardless of conference attendance. Whether you're a senior practitioner or early-career professional, this is your opportunity to come together and reflect on the year in a collegial setting.

Don't miss this exclusive event, get your tickets now!
See page 12 for booking details.



Please note the Conference price does not include the Employment Dinner unless the event package is purchased.

The Programme

Time	Session	Presenters
8.15am	Registration and Coffee & Pastries	
8.45am	Opening by Chair	Catherine Stewart, Barrister
8.50am	Then and Now: Marking 25 Years of the Employment Relations Act What's changed and what might the next quarter century bring?	Her Honour Chief Judge Inglis
9.35am	Update from Workplace Relations and Safety Minister Hon Brooke van Velden In this session, the Minister for Workplace Relations and Safety will provide an update on her ministerial priorities and the progress made so far, as well as insights into what is in the pipeline.	Hon Brooke van Velden, Minister of Internal Affairs and for Workplace Relations and Safety
9.55am	Legislative Update: Acts, Bills and Reforms Stay ahead of the curve with this session unpacking the latest legislative developments in employment law. Key topics include the proposed gateway test, high-income threshold, accountability in assessing remedies, the 30-day rule, pay equity, partial strikes, wage theft, remuneration disclosure, termination by agreement and Holidays Act reform.	Simon Schofield, Professional Teaching Fellow, Auckland Law School, University of Auckland
10.30am	Morning Break	
10.55am	Privacy at Work: Navigating Legal and Policy Shifts As privacy law evolves, the workplace is increasingly in the spotlight. In this session, Riki Jamieson-Smyth from the Office of the Privacy Commissioner will outline key developments and policy changes in the privacy space, while employment lawyer William Fussey will explore their implications for employers and employees alike. From biometric data to recent case law, the presenters will unpack how privacy law intersects with employment practice, and what it could mean for your clients or organisation.	William Fussey, Senior Associate, Anderson Lloyd, Christchurch Riki Jamieson-Smyth, Manager, Investigations & Dispute Resolution, Office of the Privacy Commissioner (OPC)

The Programme (Cont'd)

Time	Session	Presenters
11.45am	Privacy Versus the Principle of Open Justice Join two leading counsel from opposite sides of <i>MW v Spiga Ltd</i> as they unpack the tension between privacy and open justice. In this lively and informal debate, they'll present their clients' contrasting positions on non-publication orders. The session will prompt critical thinking about how these arguments apply in practice, and where potential grey areas may lead future case law.	Kathryn Dalziel , Barrister Daniel Nilsson , Partner, LeeSalmonLong
12.35pm	Recent Decisions Shaping Employment Law Much of the legal landscape in employment law is judge-made. This session offers an overview of recent decisions of significance, highlighting key judicial developments and emerging trends. This update will provide valuable insights to help practitioners navigate current and future challenges.	Charlotte Parkhill , Partner, Dentons
1.30pm	Giveaways for Livestream & In-Person	
1.35pm	Lunch Break	
In-Person attendees can select from Spotlight Session A or Session B as preferred. Session A will be livestreamed.		
2.35pm	Spotlight Session A Independent External Investigations With a rise in external investigations and recent case law refining the trigger points, when should you investigate internally, and when should you call in outside help? This session tackles the practical realities: managing bias concerns, defining terms of reference, and avoiding common missteps. During this session, our expert presenters will share real-world insights to help you guide clients through complex and high-stakes processes.	Margaret Robins , Barrister, Workplace Law Sophie Gladwell , Director, Woven Sally Scovell , Director, Woven

The Programme (Cont'd)

Time	Session	Presenters
2.35pm	<p>Spotlight Session B When Immigration Meets Employment Law</p> <p>Advising on employment issues involving migrant workers requires navigating overlapping legal frameworks. The stakes can be high for the parties, with employees often facing removal from New Zealand, and employers facing potential criminal as well as civil liability. In this session, the presenters will unpack real-world case scenarios covering recruitment, varying conditions of work, termination, and exploitation claims. Attendees will be given practical guidance on advising migrant workers facing job loss or underpayment, and on helping employers manage compliance, and respond to claims, as well as an update on recent legislative and case law developments.</p>	<p>David Fleming, Barrister, Fleming Singleton Law</p> <p>Tim Gray, Senior Solicitor, Ministry of Business, Innovation & Employment Legal Team, Auckland</p> <p>Deborah Manning, Senior Counsel, Landmark Chambers</p>
3.25pm	<p>Dismissals and High Earners: What's Changing, and What we Can Learn from Australia</p> <p>With changes on the horizon for the dismissal process of high-income employees in New Zealand, this timely session offers a comparative perspective. Chris Bell, Partner at Corrs Chambers Westgarth Australia, will outline how similar rules are already operating across the Tasman, and what lessons New Zealand employers and practitioners can take from their implementation. Offering insights into the legal framework, practical implications, and potential challenges, this session provides a forward look at what may lie ahead as New Zealand's legal landscape moves toward similar reform.</p>	<p>Chris Bell, Partner, Corrs Chambers Westgarth, Australia</p>

The Programme (Cont'd)

Time	Session	Presenters
4.15pm	<p>Panel Discussion: Generative AI at Work</p> <p>Generative AI is raising new questions for employment law, from the accuracy and use of AI tools to broader issues of responsibility and regulation. This session will consider recent developments, including court guidance and emerging case law, and explore how AI may shape the future of work and legal practice in Aotearoa.</p>	<p>Moderator: Chantal McNaught, PhD Candidate, The Fully Automated Luxury Lawyer Newsletter</p> <p>Panel: Josh McBride, Barrister, Richmond Chambers</p> <p>Jin Park, Barrister</p> <p>Edwin Lim, Partner, Hudson Gavin Martin</p>
5.10pm	Closing by Chair and TLANZ President	Catherine Stewart & Tony Herring
5.15pm – 6.45pm	<p>Networking Refreshments & Canapés</p> <p>Take the opportunity to further build connections with other professionals in the legal field.</p>	

Our *Presenters*



Chair of the Conference

Catherine Stewart

Barrister

Catherine has over 30 years' experience as a litigation and employment lawyer. She joined the independent bar as a barrister sole in 2012, having held senior roles in employment law prior to then, including at partnership level. Catherine has successfully argued many high-profile cases in the Employment Relations Authority, Employment Court and Court of Appeal, including acting for Dr Siouxsie Wiles in the landmark Employment Court case against the University of Auckland last year, as an intervener for TLANZ in the *MW v Spiga* case, acting for the employee in the well-known redundancy case of *Stormont v Peddle Thorp*, and acting for Mr Gilbert in the landmark case on stress in the workplace, *Gilbert v Department of Corrections*. Catherine holds a Bachelor of Laws with Honours and a Bachelor of Arts in languages. She is a regular presenter at conferences on topical employment law issues. She was voted by her clients to be Employment Lawyer of the Year at the 2013 NZ Law Awards and was also voted runner up to Barrister of the Year. She is the Convenor of TLANZ's Employment Law Committee and a member of the Employment and Privacy Committee for the NZ Bar Association.



Her Honour Chief Judge Inglis

Chief Judge Christina Inglis was sworn in as Kaiwhakawā o Te Kōti Take Mahi o Aotearoa | the Employment Court of New Zealand, in 2011 and appointed as Kaiwhakawā Matua | Chief Judge, on 10 July 2017. She holds an LLM (Hons) from Victoria University and an MA (Hons) from Canterbury University. She was a Crown Counsel at Crown Law for many years, with a primary focus on civil litigation, public law and employment law. Most recently she led the Human Rights Team at Crown Law. While in practice she appeared in most courts and tribunals. Chief Judge Inglis was formerly on the Advisory Board of the New Zealand Centre for Human Rights Law, Policy and Practice; is a member of the Access to Justice Advisory Group, a joint initiative of the Chief Justice and Chief Executive of the Ministry of Justice; was Chair of Te Awa Tuia Tangata, the Heads of Bench Judicial Diversity Committee, for three years; and is a member of the Heads of Bench Conduct Advisory Committee and the Future Courts Steering Group. In 2023 she was awarded an honorary doctorate by Te Herenga Waka | Victoria University in recognition of her contribution to the law.



Hon Brooke van Velden

Minister of Internal Affairs and for Workplace Relations and Safety

Hon Brooke van Velden is the Minister of Internal Affairs and for Workplace Relations and Safety. Brooke left the private sector to work behind the scenes in Parliament to help pass the End of Life Choice Act. Qualified in international trade and economics, Brooke has also been a factory worker and corporate affairs consultant. She was elected to Parliament as an ACT Party MP in 2020, returning as MP for Tāmaki in 2023.



Chris Bell

Partner, Corrs Chambers Westgarth, Australia

Chris initially qualified and worked in New Zealand. He is now Partner in the Employment, Labour and Safety team at Corrs Chambers Westgarth in Melbourne. Chris advises on the full range of employment, industrial and safety issues impacting employers in Australia. He appears in the Fair Work Commission, State and Territory Tribunals and the Federal Courts in Australia.

Our *Presenters* (Cont'd)



Kathryn Dalziel

Barrister

Kathryn is a senior barrister practising in employment and privacy law as well as civil litigation and professional ethics. In 2025, Kathryn was appointed by the University of Canterbury as an Adjunct Professor of Practice, Faculty of Law and was admitted as a Barrister and Solicitor of the Supreme Court of Samoa. Kathryn regularly presents at conferences and seminars in privacy, employment and legal ethics. Kathryn's publications include: Privacy chapter in *Human Rights Law* (Looseleaf), Thomson Reuters; *Ethics, Professional Responsibility and the Lawyer (3rd Ed)* (co-author); Employment Law and Health Information chapters in *Health Care and the Law (5th ed)*; Ethics with Older Clients chapter in *A Practical Guide to Legal Issues for Older People*; and *Privacy in Schools* (2009).



David Fleming

Barrister, Fleming Singleton Law

David has specialised in employment law for over 20 years. He regularly acts both for migrant workers and employers of migrants, often on referral from NGOs or other representatives. David has been involved in numerous cases involving allegations of migrant exploitation, premiums for employment, false employment agreements being submitted for immigration purposes, labour inspector investigations, and dismissals of workers whose immigration status depends on their employment. He takes a practical, problem-solving approach, and will be sharing his insights on what practitioners need to know when called upon to advise in these areas.



William Fussey

Senior Associate, Anderson Lloyd, Christchurch

William is a Senior Associate in the Anderson Lloyd Employment Law team, having previously worked for a boutique employment law firm, a specialist employment barrister and another top-tier firm. William advises across the full suite of employment law issues and processes. He has acted for various clients in the Employment Relations Authority and Employment Court, as well as in numerous mediations, and has a particular expertise in the nuances of the Holidays Act 2003. William specialises in the Privacy Act 2020, including the application of the information privacy principles to a range of employment scenarios, employee requests for personal information, and notifiable privacy breaches. William is interested in the interplay between privacy and employment law in the employment jurisdiction and regularly addresses a range of privacy issues within the employment context. He also has a Master of Laws with Distinction for his thesis on the privacy tort intrusion into seclusion. William regularly presents at employment law seminars on a broad range of employment-related topics. He is a long standing member of TLANZ's Employment Committee, a member of NZLS's Canterbury Westland Employment Law Committee, and a member of the Privacy Foundation's Privacy in Employment working group.



Sophie Gladwell

Director, Woven

Sophie is a practising lawyer and co-founder of Woven, a law firm specialising exclusively in independent workplace investigations and reviews for organisations throughout Aotearoa. As a certified AWI investigator, Sophie has both technical expertise and a human approach that provides a unique skill set for effectively undertaking independent processes. Prior to founding Woven, Sophie gained legal experience working for various New Zealand law firms. She is a US Association of Workplace Investigators Training Institute Certificate Holder.

Our *Presenters* (Cont'd)



Tim Gray

**Senior Solicitor, Ministry of Business, Innovation & Employment
Legal Team, Auckland**

Tim works as a Senior Solicitor in MBIE's litigation team, where he has spent nearly six years representing the Labour Inspectorate and Immigration New Zealand in employment and immigration matters, alongside other regulatory litigation. He regularly appears before the Employment Relations Authority, Employment Court, District Court, and Immigration Protection Tribunal. Prior to joining MBIE, Tim worked with the Police Prosecution Service, practised family and employment law in New Zealand, and held legal roles in the UK and Japan. His diverse experience informs a principled approach to complex issues involving migrant workers and regulatory compliance.



Riki Jamieson-Smyth

**Manager, Investigations & Dispute Resolution, Office of the Privacy
Commissioner (OPC)**

Riki has worked in dispute resolution since 2011, first at the Electricity and Gas Complaints Commissioner's Office (now Utilities Disputes) and then since 2014 leading the Investigations and Dispute Resolution team at the Office of the Privacy Commissioner (OPC). She has done secondments to Crown Law in the Constitutional and Human Rights team, and the Office of the Australian Information Commissioner as Director, Dispute Resolution. She has appeared in the Human Rights Review Tribunal as counsel for the Privacy Commissioner. At OPC, she manages a team who work every day to resolve disputes about alleged breaches of the Privacy Act. Many of the complaints received involve an employment-related dispute. Most recently, Riki has turned her mind to how best to incorporate the principles of tikanga and te ao Māori into her dispute resolution work. Riki is an Associate Member of AMINZ and a Fellow of the Resolution Institute. She has a degree in law from Waikato (including a semester focussed on human rights at the University of Copenhagen), a Graduate Diploma in Business from Massey, and a certificate in Conflict Resolution from Queen Margaret University in Scotland.



Edwin Lim

Partner, Hudson Gavin Martin

Edwin is a partner at Hudson Gavin Martin, a specialist technology, media and IP law firm. Ed's main areas of practice are technology and IP development, commercialisation, protection and procurement. Ed has worked with businesses across various industry sectors (both customers and vendors) and has numerous clients offering technology solutions. In addition to his law degree, he has a degree majoring in Information Systems, so he understands the technical, business and legal issues involved in technology projects. Ed is also the CIO at Hudson Gavin Martin where he is responsible for the firm's technology infrastructure, strategy, and roadmap. Passionate about giving back to the industry, Ed is on the executive committees of the TLANZ's Technology and Law group, KiwiSaaS, NZ IoT Alliance, and NZ Middle East Business Council. Ed is also a judge for the NZ Hi-Tech awards.



Deborah Manning

Senior Counsel, Landmark Chambers

Deborah is a Law Honours graduate from the University of Auckland (BA/LLB, Hons). Since her admission to the Bar in 1999, she has specialised in refugee and immigration law, with a particular interest in how these areas intersect with other fields such as employment law. Throughout her career, Deborah has been an active member of TLANZ's Immigration and Refugee Law Committee and currently serves as Chair of the Immigration Reference Group — an active stakeholder engagement body working with MBIE. This role includes participation in the Compliance Working Group, which is initiating stakeholder engagement on issues relating to migrant exploitation.

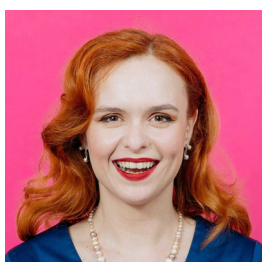
Our *Presenters* (Cont'd)



Josh McBride

Barrister, Richmond Chambers

Josh is a barrister at Richmond Chambers. With over 25 years of experience, his practice encompasses complex commercial and construction litigation, as well as technology-related disputes across multiple jurisdictions, including New Zealand, Australia, and the Pacific Islands. A strong proponent of innovation in legal practice, Josh actively incorporates advanced AI technologies to enhance legal analysis, manage complex evidence, and inform strategic decision-making.



Chantal McNaught

PhD Candidate, The Fully Automated Luxury Lawyer Newsletter

Chantal is a PhD Candidate in Law, researching how lawyers can navigate the conflicts between law as a profession and law as a business. Law has been Chantal's passion for almost 15 years now, having practised as a lawyer on the Gold Coast and working in legal technology (LegalTech) across both Australia and New Zealand. Chantal brings her passions for emerging technology and disruption to legal practise as well as her practice and LegalTech experience to the TLANZ's Technology and Law Committee.



Daniel Nilsson

Partner, LeeSalmonLong

Daniel acts on matters covering a variety of areas, including trade practices, company, product liability, construction, and intellectual property issues, including involvement in large and complex litigation. He also has particular experience in media and defamation matters, acting for both media organisations and individuals, including in relation to contempt and suppression issues. He regularly appears in both the district and senior courts, in specialist courts and tribunals, and in arbitrations and mediations.



Jin Park

Barrister

Jin is a Staff Barrister in Catherine Stewart's team. He completed his LLB (Honours) at the London School of Economics and Political Science. He worked in managerial roles for several international organisations and a church organisation before being admitted in New Zealand in 2018. Before joining Catherine's team in 2024, Jin worked in a specialist employment law firm providing legal advice to large-scale international NZX- and ASX-listed organisations. Prior to that, he worked as a civil litigator in a boutique firm and also in one of Australasia's largest employment relations firms. Jin holds a keen interest in all areas of employment law, including developments in privacy, technology and medical law, particularly where they intersect with employment law.

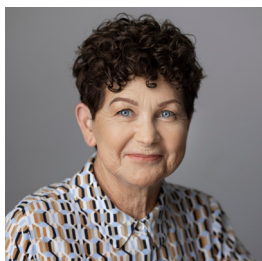


Charlotte Parkhill

Partner, Dentons

Charlotte is a partner in the Auckland Employment team at Dentons. She advises on all areas of employment law, helping a wide range of clients deal with complex employment issues. Charlotte is also the current Chair of the Board of the Auckland Business Chamber and sits on the General Council of the ICC World Chambers Federation, which gives her insight into New Zealand and international business matters.

Our *Presenters* (Cont'd)



Margaret Robins

Barrister, Workplace Law

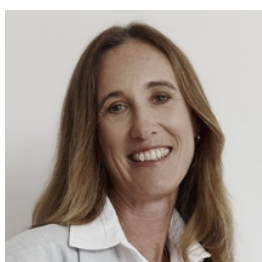
Margaret is an old fossil, a relic from a distant past where union membership was compulsory, redundancy compensation was an entitlement, and boiler makers or meat processors meant trouble. As a partner in Haigh Lyon, Margaret acted for big unions – Labourers, Pulp & Paper Workers, Seafarers, but also small unions that these days seem quaint – Furniture workers, Apparel workers, Carpet and Bedding workers. In 2000, the doctrine of good faith emerged from the ashes of collective bargaining as we knew it and, in the 25 years of legislative stability that has followed, Margaret has represented both employers and employees. Margaret is a former Convenor of the (then) ADLS Employment Law Committee and she has presented at various employment law conferences over the years. For the past 12 years, Margaret has developed a busy Workplace Investigation practice. She is an Association of Workplace Investigators Certificate Holder. There is life in the old girl yet!



Simon Schofield

Professional Teaching Fellow, Auckland Law School, University of Auckland

Simon is a Professional Teaching Fellow at the University of Auckland Law School. Simon gained his qualifications at the University of Canterbury and began his career working as an employment advocate exclusively for employers. He then worked as a solicitor at a large regional law firm before taking on the role as an associate in a boutique employment law firm. While in practice, Simon advised on, and acted in relation to, the full gamut of employment law issues. Simon previously lectured employment law at the University of Waikato, has lectured employment law at the University of Auckland as a teaching fellow since 2021, and now teaches as a Professional Teaching Fellow full-time at the University of Auckland. Simon has written widely on employment law, is the editor of Wolters Kluwer's *New Zealand Employment Law Guide* and is a contributing author of *Mazengarb's Employment Law* by LexisNexis. He is also a member of TLANZ's Employment Law Committee.



Sally Scovell

Director, Woven

Sally is a practising lawyer and co-founder of Woven, a law firm specialising exclusively in independent workplace investigations and reviews for organisations throughout Aotearoa. Sally's litigation experience, combined with strong interpersonal, communication, and analytical skills, makes her a highly effective investigator and reviewer. Before co-founding Woven in 2018, Sally worked at leading law firms in New Zealand and the UK, as well as working as an in-house solicitor.

Burning Issues in Employment Law Conference *Tickets*

Thursday, 9 October 2025
8:45 AM – 5:15 PM (7 CPD Hours)
Park Hyatt, 99 Halsey Street, Auckland

Livestreamed and In Person
Limited in-person spaces available.

Conference	Member	Non-member
Early Bird Pricing (30% discount until 9 September 2025)	\$616 ^{+GST}	\$868 ^{+GST}
Full pricing	\$880 ^{+GST}	\$1,240 ^{+GST}

Conference + Dinner Package	Member	Non-member
Early Bird Pricing (30% discount until 9 September 2025)	\$836 ^{+GST}	\$1,118 ^{+GST}
Full pricing	\$1,100 ^{+GST}	\$1,490 ^{+GST}
<i>Dinner table discount:</i> Tables of 10 receive a 10% discount on dinner tickets. To access this offer, email events@tlanz.nz .		



Register for
Auckland In Person



Register for
the Livestream



Register for
Conference + Dinner

Group bookings available by emailing cpd@thelawassociation.nz



Lawyers by nature thrive on doing their best work. Our aim is to help them achieve excellence through the solutions, tools, skills and connections we deliver every day. And by bringing a voice, an identity, and a sense of belonging to our community, we support the collective advancement of legal practices and laws. We're right here enabling New Zealand's lawyers to take their work, their career, and our profession, to the next level.

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