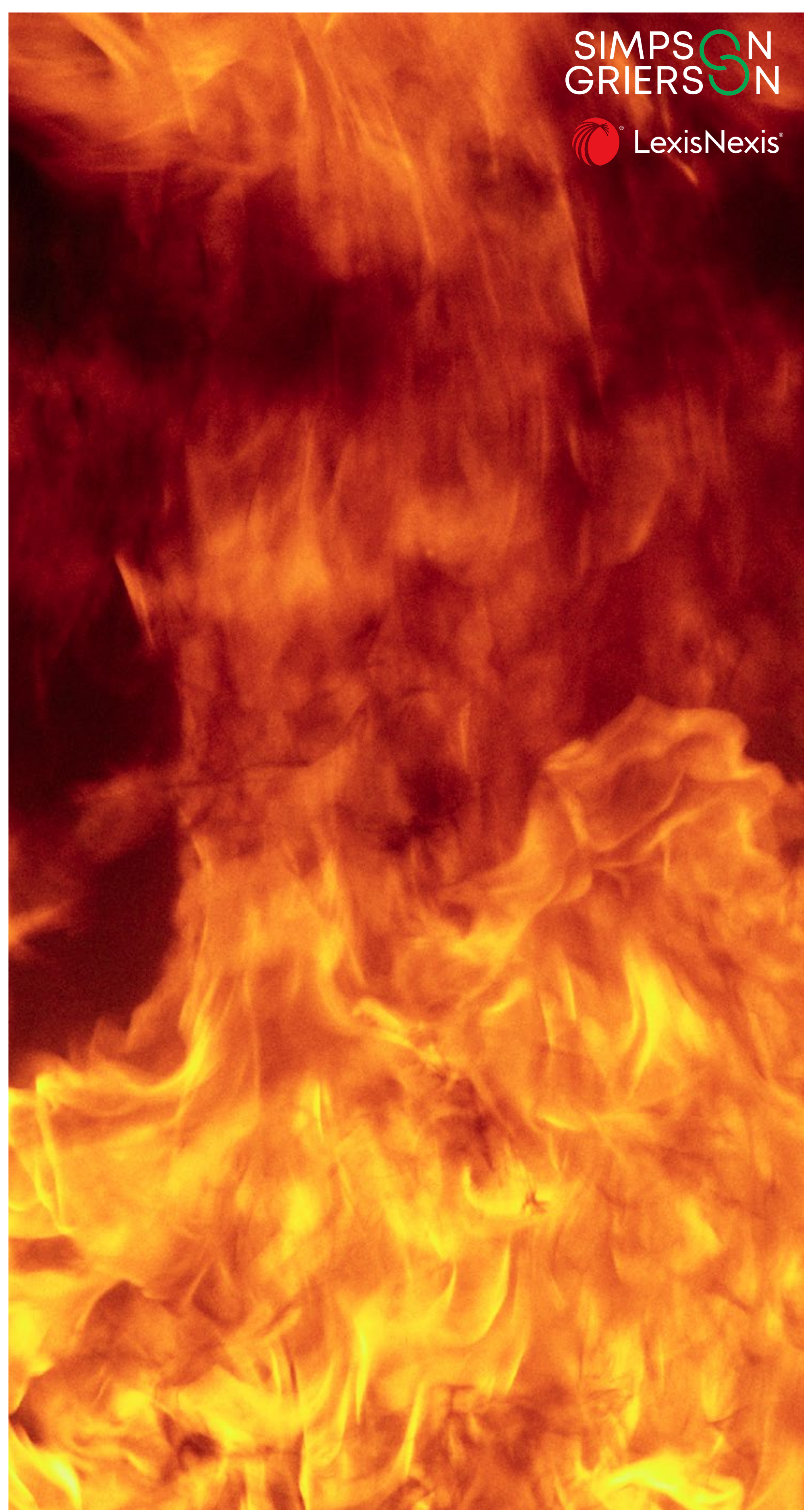


Burning Issues in Employment LAW FORUM 2024

**Thursday
28 November
4.00 – 6.00pm**
with refreshments and
nibbles to follow

2 CPD hours
In-Person & Livestream

The Law Association of New Zealand
48 Shortland Street, Level 18, Auckland



What to expect?

The Burning Issues Forum returns with an engaging new edition, expertly facilitated by The Law Association of New Zealand's Employment Law Committee. Chaired by former Chief Judge Colgan, the Forum promises a combustive mix of timely topics that will ignite critical discussions around the latest developments in employment law.

The event will spark with an overview of imminent law reforms on the horizon and landmark decisions currently before the Court of Appeal, which could fan the flames of significant impacts on employment practices. Next, we'll delve into the simmering issue of employee fraud, examining the complexities of managing criminal and employment processes simultaneously.

Illustrated by key insights from the *Dr Siouxsie Wiles* and *Cronin-Lampe* cases, the discussion will then transition into how employers are navigating their obligations in a world where external stressors are increasingly impacting workplace dynamics.

We'll round off the forum with a deep dive into redundancy and restructuring, shedding light on crucial elements such as employee selection processes, redeployment obligations and recent court decisions (including the *TVNZ Ltd v E Tū Inc* and the *PSA v Secretary of Education* cases).

Get ready to engage with blazingly brilliant minds!

Learning outcomes

- Gain insights into **imminent law reforms** and **landmark cases** before the Court of Appeal, understanding their potential impact on employment law and workplace practices.
- Explore the rise in **employee fraud** cases, and how to navigate the complexities of managing both criminal and employment processes.
- Examine employer obligations related to **external stressors** impacting employees, including the implications of public harassment and social media's influence on workplace stress.
- Stay up to date on the latest developments in **redundancy and restructuring**, including legal obligations around redeployment and employee selection processes, with a focus on recent court decisions.

Please note, because of the nature of this event, papers will not necessarily be provided. Copies of PowerPoint slides will be available electronically.

Who should attend?

All employment lawyers, HR professionals, in-house lawyers, ERA members and Employment Court judges.

Presenters

Her Honour Judge Kathryn Beck | Alison Maelzer, Partner, Hesketh Henry | Bridget Smith, Partner, Smith Dunn | Scott Worthy, Partner, Kiely Thompson Caisley

Chair: Graeme Colgan, Barrister

Special Participation: Her Honour Chief Judge Inglis will contribute via a short pre-recorded video, providing valuable perspectives to enrich the discussion.

The programme

| Time | Topic | Presenter |
|--------------|--|--|
| 4.00 – 4.10 | <ul style="list-style-type: none">Opening remarksEmerging Changes in Employment Law: Key Reforms and Landmark Decisions | Chair: Graeme Colgan (10 mins) |
| 4.10 – 4.40 | <ul style="list-style-type: none">Beyond the Workplace: Employment & Criminal InterplayEmployee Fraud | Her Honour Chief Judge Inglis (pre-recorded video) & Her Honour Judge Beck (30 mins) |
| Q&A (5 mins) | | |
| 4.45 – 5.15 | Beyond the Workplace: Understanding Employer's Liability for External Stressors | Bridget Smith & Alison Maelzer (30 mins) |
| Q&A (5 mins) | | |
| 5.20 – 5.50 | Redundancy and Restructuring: Employer Duties and Recent Case Law | Scott Worthy (30 mins) |
| Q&A (5 mins) | | |
| 5.55 – 6.00 | Closing by Chair | Graeme Colgan (5 mins) |
| 6.00 – 7.00 | Refreshments and Nibbles | |