

Concise 3 Hour Webinar (Plus Question/Answer Time)



Termination, Redundancy & Unfair Dismissal 2024 - '25

(Requirements, Procedures and Pitfalls)

Incorporates the Fair Work Act (Cth) and State IR Laws

When and Where:

Wednesday 13 November 2024

Online Webinar
Through Your PC

Session Times:

(Plus extra time for Qns)

NSW/Vic/Tas/ACT:

11.00 am - 2.00 pm

SA/Broken Hill:

10.30 am - 1.30 pm

Queensland:

10.00 am - 1.00 pm

Northern Territory:

9.30 am - 12.30 pm

Western Australia:

8.00 am - 11.00 am

What You Will Gain:

- Technical/practical Know How
- Expert presentation
- Case study examples
- All your questions answered
- 3+ CPD/CPE hours
- Comprehensive course notes

Attendees:

- HR/Personnel/Payroll Staff
- Remuneration Managers
- Recruitment Personnel
- Directors/Section Heads
- Legal/Paralegal Professionals

Fees Per Delegate (plus GST):

\$390 Standard

\$375 Early Bird (paid 7 days prior)

\$360 Group of 4 + Early Bird

Registration (essential):

W: www.seminarsaustralia.com.au

E: admin@seminarsaustralia.com.au

Payment Methods:

EFT (on invoice): (Preferred)

Online*: Visa/MCard/Amex *fee

Webinar In a Nutshell

This webinar covers all aspects of termination of employment: types of termination (resignation, summary dismissal, constructive dismissal, abandonment, redundancy, death, frustration), employer and employee notice periods, redundancy (including redundancy selection criteria), unfair dismissal (and how to minimise the risk), unlawful dismissal, misconduct, performance counselling, and the payments required on termination

Types of Termination of Employment

Twelve Different Types of Termination

Esp: Constructive Dismissal, Abandonment, Misconduct
Alternatives to Termination & Stand Down Provisions

Can a Resignation Letter Be Withdrawn?

Notices of Termination and Payment in Lieu

Notice by the Employer, Notice by the Employee

Award Requirements for Time Off During Notice Period

Employer Exemptions from Notices and Payment in Lieu

Redundancy

Precise Definition of Redundancy

Redundancy Selection Criteria and Applicable Principles

Redundancy Entitlements + Employer's Inability to Pay

Exemptions from Redundancy Notices and Payment

Unfair Dismissal Definition and Application

When the Unfair Dismissal Rules Apply

Pseudo Probation Period of 6 – 12 months

Employers/Employees Outside Unfair Dismissal Rules

Warnings Given to Employees

Performance Counselling and What it Entails

Valid Reasons & Harsh, Unjust or Unreasonable Criteria

Resignation Can Still Give Rise to Unfair Dismissal

Small Business Fair Dismissal Code

Unlawful Dismissal Under FWA and State IR Laws

Definition and Types of Unlawful Dismissal

Difference Between Unfair and Unlawful Dismissal

No Pseudo Probation Period for Unlawful Dismissal Rules

Specific Focus on Discrimination Categories

Temporary Absence for Illness or Injury: 3 Months LWOP

Long Service Leave and Workcover

Various State and Territory LSL Legislation Granting Pro-Rata LSL Entitlements

Protection of Injured Employees from Termination

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About the Presenter – Dr Peter Klomp

Dr Klomp is a probably the most highly qualified and experienced person in this field. He holds four university degrees, is a practising barrister at the NSW Bar, a registered legal practitioner in three states, a Chartered Accountant, a Chartered Taxation Adviser and a Chartered Company Secretary. Dr Klomp is a member of the NSW Bar Association; CA (Aust & NZ); Institute of Chartered Secretaries (Governance Australia) and the Taxation Institute of Australia. Dr Klomp has had over 40 years' experience in employment, business and taxation law in Australia and overseas, and is in constant demand to provide professional advice and speak at seminars and conferences.