



Thursday 18 April 2024 | Perth CBD

Registration 8.30am Registration and Refreshments



SESSION 1 | 9am-9.15am | Welcome Address

Julie Fallon, AREEA's Vice President and Woodside's Executive Vice President Corporate Services will welcome guests and introduce themes of the day.

*Julie Fallon, AREEA Vice President,
Executive Vice President Corporate Services, Woodside*



SESSION 2 | 9.15am-9.40am | Political Keynote

Hear from Senator the Hon Michaelia Cash on The Federal Opposition's vision for the future of Australia's industrial relations framework.

Senator the Hon Michaelia Cash



SESSION 3 | 9.40am-10.05am | The Fair Work Commission in 2024

Learn from FWC President Justice Adam Hatcher how the national workplace tribunal is approaching its new powers and functions in 2024, as well as driving continuous improvement in longstanding processes.

Justice Adam Hatcher, President FWC

SESSION 4 | 10.05am-10.50am | The Big Picture Panel

Where is the Albanese Government taking Australia's IR framework? What are the challenges, risks and costs for employers operating under the new regime? Can future reforms potentially wind back some of the compliance costs and burden for business? Or are we stuck with rigid and heavy regulation for the long term?

These are just some of the questions our first panel will explore as we delve into the big picture for our nation's workplace regulatory system in 2024 and beyond.



*Stuart Wood AM KC
IR Law Kings Counsel*



*Steve Knott AM
AREEA Chief Executive*



*Professor Andrew Stewart
Adelaide Law School*



*Natalie James
Secretary, Dept of Employment
& Workplace Relations*

Morning Tea 10.50am-11.20am



SESSION 5 | 11.20am-11.50am | Panel: Bargaining Under the New Regime

Make no mistake, resource and energy employers are bargaining under a new regime featuring “intractable bargaining” processes, multi-employer bargaining risks and a union movement emboldened under an ALP Federal Government.

In such an environment, can employers legitimately trade off higher wages and conditions for improved productivity and operational changes? What can IR/ER practitioners do to prepare for the negotiating table?

In our bargaining panel, hear from experienced IR/ER managers on recent bargaining experiences. Use their insights to avoid traps, mitigate risk and set your organisation up for a successful outcome.



Matthew Riordan
General Manager HR, Chevron



Katie Jacklin
Head of Workplace Relations Advisory, AREEA



Katrina de Lange Savage
IR Manager - Australia, Thiess

SESSION 6 | 11.50am-12.20pm | IR Risk and Governance - Considerations for the boardroom

IR/ER has come roaring back as a key point of discussion in corporate boardrooms. We'll cover what boards will be asking in 2024, what are the key risk and governance areas and how execs can prepare their board and organisations for the landslide of legislative and regulatory changes.



Bill Townsend
Senior VP Corporate, INPEX



Julie Fallon
Executive VP Corporate Services
Woodside



Chris Welberry,
Head of External Relations Australia
Newmont Corporation

SESSION 7 | 12.20pm-1.00pm | Panel: Labour Hire Regulation

The FWC now has powers to make “Regulated Labour Hire Arrangement Orders”.

What does it mean for the resources and energy industry? How can a company assess and mitigate its risk of such orders? What do we know from early test cases about the treatment of service contractors and complex multi-tiered contractual arrangements? This panel breaks down all aspects of this new area of heavy-handed regulation. Hear from the experts and join the discussion.



Cameron Hockaday
Chief Commercial & Risk Officer, WorkPac



Dean Brajevic
General Manager HR, Monadelphous



Karen Bradshaw
Vice President HR Australia, Gold Fields



David Parker
AREEA Consulting Counsel

Lunch 1.00pm-1.45pm

Concurrent Workshops

Session 8 - WORKSHOP ONE - 1.45pm-2.25pm

(8A) Mining TED Talks

Hear from senior IR/ER practitioners on three hot topics affecting workforce management in the mining sector.



Helen Beech
FMG

Mhairi Dunbar
Lynas Rare Earths

(8B) Hydrocarbons TED Talks

Hear from senior IR/ER practitioners on three hot topics affecting workforce management in the hydrocarbons sector.



Garry Smith
INPEX

Taya Hill
Chevron

(8C) Contractor TED Talks

Hear from senior IR/ER practitioners on three hot topics affecting workforce management in the resources and energy contracting sector.



Julia Swift
UGL

Jeremy Brown
Monadelphous

Session 9 - WORKSHOP TWO - 2.25pm-3.00pm

(9A) Psychological Health and Safety - interface with IR/ER

Hear from experts on "Respect@Work" regulation, workplace investigations and other IR/ER implications of psychological health and safety.



Kath Jones
DMIRS

Sandra Lam
FIFO Focus

(9B) Productivity Initiatives: Working with what we've got

Learn from industry executives how to successfully drive workplace productivity initiatives within the constraints of Australia's rigid IR system.



Sam Retallack
IGO

Annie Tan
SLB

(9C) IR 101: The Fundamentals

Session for early career HR and IR/ER professionals, covering all elements of Australia's IR system in this fundamentals workshop.



Peter Robertson
AREEA

Katie Jacklin
AREEA

Cameron Burchell
AREEA

Session 10 - WORKSHOP THREE - 3.00pm-3.40pm

(10A) Managing the union workplace presence

Covering new union delegates' rights, right of entry and general union campaign trends, this session is all about managing the growing role of unions in the workplace.



Fabiana James
Ventia

Matthew Gleeson
Alcoa

(10B) Wage Underpayments and compliance

The era of "wage theft" laws is upon us. Hear how to avoid contravening your wage payment obligations and the possibility of civil and even criminal charges.



Michael Spencer
AREEA

Katie Jacklin
AREEA

Patrick Hill
AREEA

(10C) Bargaining - In Depth

A follow-on from the above IR 101 Fundamentals session, we'll break down bargaining processes and practices in detail - from effectively communicating with your workforce through to getting a new agreement certified by the FWC.



Tony Caccamo
AREEA



Amanda Kaczmarek
AREEA

Loretta O'Brien
AREEA

Tony Bradford
AREEA