

IN PERSON


EVENT

**CMD**  
CLUB MANAGEMENT DEVELOPMENT  
AUSTRALIA

**HOSTPLUS**

# Industrial Relations & HR Summit

This summit aims to support managers and human resource professionals in navigating the complexities of modern workforce dynamics, where the intersection of HR and industrial relations plays a pivotal role in driving organisational success, fostering employee well-being, and ensuring equitable workplace practices.

 Wednesday 19 June, 2024

 Smithfield RSL, NSW

## ACCM Points

CMAA Members & Affiliates attending will earn:

**20 ACCM POINTS**

towards the National Bursary Eligibility & ACCM application criteria.

8:30am - 9am **Registration & Arrival Networking**

9am - 9:45am **Employment Law / Industrial Relations update**

**PRESENTERS - RAY TRAVERS & LEONIE KYRIACOU, PIGOTT STINSON LAWYERS**

Australia has seen an abundance of employment law and industrial relations reform in the past year, requiring Clubs to adapt and navigate through a myriad of legal requirements and societal shifts. Understanding these crucial aspects is paramount for Managers and HR professionals and in this session we will explore the latest updates, key principles, and potential impacts of these dynamic areas.

In this session we will cover:

- + Closing the Loopholes
- + Modern Awards Review 2023-24
- + The Right to Disconnect

**CMAA**  
CLUB MANAGERS'  
ASSOCIATION  
AUSTRALIA



**REGISTER TODAY**

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9:45am - 10:30am **Employee Wellbeing**

**PRESENTER - SHANNEN GOLDTHORPE, WORKPLACE ADVISOR - CMAA**

In an era where mental health is rightfully gaining recognition as a priority, understanding, and mitigating psychosocial risks in the workplace is essential for fostering a healthy, productive, and resilient workforce. In this session we'll delve into the various forms of psychosocial hazards, their potential impacts on employee well-being and organisational performance, and strategies for prevention and intervention.

11am - 11:45am **Conducting Disciplinary Hearings**

**PRESENTER - RAY TRAVERS & LEONIE KYRIACOU, PIGOTT STINSON LAWYERS**

One of the most challenging yet crucial aspects of human resource management is conducting disciplinary hearings, up to and including termination. Navigating these waters requires not only a deep understanding of Club policy and employment laws but also a delicate balance of empathy, fairness, and firmness. In this session we'll explore best practices, legal considerations, and ethical principles involved in ensuring just and effective disciplinary processes, including the sensitive matter of termination.

11:45am- 12:30pm **Challenging HR Topics**

**PANEL DISCUSSION INVOLVING LEADING CLUB HUMAN RESOURCE MANAGERS**

In the ever-evolving landscape of human resources, we are often faced with complex and sensitive issues that require careful consideration, empathy, and strategic thinking. In this session, our panel of HR experts will delve into some of the most pressing and nuanced topics facing HR professionals today.

Topics for consideration:

- + Management directives
- + Managing workplace change including redundancy
- + Importance of good Club culture
- + Staff morale and motivation in the workplace

1:30pm - 2:30pm **Top Misinterpretations of the Registered and Licensed Club Award 2020**

**PRESENTER - MATT DAGG, PROFESSIONAL DEVELOPMENT MANAGER - CMAA**

The Registered and Licensed Club Award is an essential and complex industrial instrument which can easily be misinterpreted in its practical application. In this session we'll unravel some of the common areas of concern when applying the award, decipher its various parts and schedules, and navigate clauses to empower you with the knowledge for fair and compliant workplace practices.

2:30pm - 3:15pm **Psychological Injury Claims in the Workplace**

**PRESENTER - SIMONE MORAN, MANAGING DIRECTOR - KEY WORKPLACE SOLUTIONS**

As organisations strive to prioritise employee well-being, understanding and managing psychological injuries have become increasingly critical. In this session we'll delve into the complexities of psychological injury claims, the volatility of premiums, and practical considerations involved, aiming to equip you with the knowledge and tools necessary to navigate these sensitive matters with empathy, diligence, and effectiveness.

3:30pm - 4:30pm **Strategies for Recruitment and Retention in the Club Industry**

**PRESENTER - GEREMY GLEW, MANAGING DIRECTOR - PLACED RECRUITMENT**

In a competitive job market where talent is scarce and turnover is costly, mastering the art of attracting and retaining top talent is paramount for sustained growth and prosperity. Throughout this session we'll delve into the strategies, best practices, and innovative approaches to not only attract top talent but also cultivate an environment where employees thrive and choose to stay.

CMAA Members

**\$480 + GST**

per person

Non-Members

**\$680 + GST**

per person

Management Level

Club Managers

Delivery Method

In Person

Department

IR & HR

