



### **EMPLOYMENT LAW:**

### Managing risk and uncertainty

Welcome to Part 2 of the **Talent Masterclass Series** presented by Scout Talent Group

The webinar will commence soon at 12 pm AEST.





### **EMPLOYMENT LAW:**

### Managing risk and uncertainty

Part 2 of the **Talent Masterclass Series** presented by Scout Talent Group.

Wednesday 28 October | 12pm AEST







**Susanne Mather** 

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#### HOUSEKEEPING

- Your microphones are on mute so we can't hear you, however we'd love your participation
- If you have any questions or comments, please type them into the GoToWebinar Action Pane
- The webinar recording and slides will be emailed afterwards





# TODAY'S AGENDA

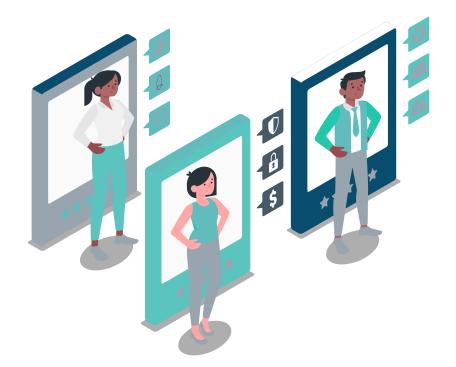
Problems with termination of employment

**102** The testing of the genuineness of redundancies

O3 Difficulties in performance management especially with work from home situations







# TERMINATION OF EMPLOYMENT

- → Misconduct process
- → General protections
- → Future economic loss?



### REDUNDANCY



- → Is it genuine?
- → Has it covered a performance management or misconduct issue instead?
- → Can a "bad" business decision be tested by an employee?





## FROM HOME)



- → Underperformance
- → Lack of or poor process
- → Work from home difficulties (and risks)

Gibbons v C&M Plant Hire Pty Ltd T/A C&M Plant Hire & Anor [2020] FCCA 849 summarised in

https://www.lawyersforemployers.com.au/general-protections-applications-how-to-successfully-defend-a-claim-from-a-probationary-period-employee





# **QUESTIONS**



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### THANK YOU

Part 3 of the Talent Masterclass Series will be held on:

Wednesday 25 November | 12pm AEST

### DATA DRIVEN DECISION MAKING:

and setting a recruitment tech roadmap







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