

CPD: 2025

10-21 MARCH 2025

**Monday
10 March**

2.30pm -
3.30pm
AEDT

Addressing psychosocial safety: the neuroscience of workplace communication behaviour

Regulatory bodies in Australia are actively enforcing compliance with legal requirements to proactively manage psychosocial hazards such as role overload, work clarity, lack of support or procedural justice, poor culture and decision making. However, many businesses are struggling to understand what is actually required of them and the appropriate steps they should take to meet these requirements in a practical and systematic way.

Join Kingston Reid Partner [John Makris](#) and National Psychosocial Safety Network CEO [Leanne Drew-McKain](#) as they sit down to discuss shifting perspectives on the meaning of 'psychosocial safety' informed by both legal and organisational neuroscience perspectives, the scope of the employer's duty to address risks to psychological health in the workplace, and how to approach the task of building an organisation's psychosocial safety culture.

Core units of study
(1 Point):

**Practice
Management and
Business Skills**

OR

Substantive Law

Register 

**Tuesday
11 March**

2.30pm -
3.30pm
AEDT

Civil penalties are how much!? Demystifying the new penalty landscape and 'wage theft' laws

The beginning of 2025 will see pay practice compliance become a central focus for employers. The introduction of a significantly increased regime of civil penalties for underpayment claims (which, in some cases, is up to \$4.9 million for serious contraventions) and the criminalisation of wage theft means that employers need to be on the front foot when it comes to pay practices, compliance reviews and managing areas of non-compliance.

Understanding how penalties work, what to do when a possible area of non-compliance is identified and how to respond to and manage litigation will be a key feature of employer risk management in 2025 and beyond.

Join Kingston Reid Partners [Duncan Fletcher](#) and [James Parkinson](#) as they walk through and demystify this shifting landscape, provide insights on how to manage the risks associated with pay related issues, manage employee, union and regulator engagement as well as how to address and respond to an increasing litigation profile in this area.

Core units of study
(1 Point):

Substantive Law

Register 

**Wednesday
12 March**

12.30pm -
1.30pm
AEDT

Productivity, flexibility and the future of work: 2025 and beyond...

In recent years, there has been a sharp focus on employment security, with successive rounds of legislative labour reforms aimed at securing predictability and permanency in arrangements for workers, including extension into regulating non-traditional working arrangements, such as 'gig work'. This approach, however, conflicts with efforts to drive productivity growth or maximise resource efficiency, prompting the question – where to from here?

Join Kingston Reid Partners [Christa Lenard](#) and [Michael Mead](#) as they explore a range of intersecting workplace developments which continue to shape the workplace of the future. From Same Job Same Pay laws to the expansion of flexible working arrangements and modes of employment, to the advent of AI and automated-decision making as discussed in Australia's recent 'Future of Work' report, what are the key challenges and opportunities for the workplace in 2025 and beyond?

Core units of study
(1 Point):

Substantive Law

Register 

CPD: 2025

**Wednesday
12 March**

From bans to bargaining: the increasingly complex industrial relations landscape

When it comes to industrial relations, the last 12 months have been a wild ride, featuring some of the most significant shifts in the industrial relations landscape in decades - from significant labour hire reforms, the first agreements produced by the multi-employer bargaining framework, narrowing of the intractable bargaining scheme, a new 'right to disconnect' for workers and expanded union delegate rights, amongst others.

With the stage set for an upcoming federal election in 2025, and with increasingly assertive unions flexing their collective muscles and seeking to grow their existing membership bases in the wake of the CFMEU administration in 2024, join Kingston Reid Partners [Liam Fraser](#) and [Emily Baxter](#) as they unpack these changes and offer insights as to how organisations can face the somewhat uncertain road ahead.

Core unit of study
(1 Point):

Substantive Law

Register 

2.30pm -
3.30pm
AEDT

**Thursday
13 March**

Blowing the whistle five years on: perspectives on reform, protection, and the road ahead

Whistleblower frameworks are set to be an area of focus in 2025, with the 5-year statutory review of the federal whistleblower regime on the agenda. That review will take place against the backdrop of the conclusions reached by the Senate Economics References Committee's investigation into ASIC's regulatory performance, which included recommended changes to the whistleblower regime.

With the proposed Whistleblower Protection Authority Bill 2025 (Cth) already on the table, could this reshape Australia's whistleblower landscape? Will financial incentives for whistleblowers become a reality? And what does this all mean for organisations navigating private sector and public interest disclosures? Join Kingston Reid Partner [Shelley Williams](#) and Fowlstone Communications Founder [Geoff Fowlstone](#), as they unpack the potential shake-up of Australia's whistleblower framework and share their professional insights on how organisations can respond within the evolving regulatory landscape.

Core units of study
(1 Point):

**Practice
Management and
Business Skills**

Register 

2.30pm -
3.30pm
AEDT

**Tuesday
18 March**

Data do's & Data don'ts: a practical guide to electronic discovery and digital forensics

Intellectual property theft, financial misconduct, insider leaks, hidden transactions, data manipulation... Even in the most complex cases, the digital evidence is often everywhere - emails, mobile devices, cloud storage, financial records... When it comes to investigations and legal proceedings, the sooner a lawyer and forensic practitioner collaborate to secure evidence, the better the outcome. Avoid making critical mistakes in early handling which can lead to lost data, increased costs and ultimately, evidence being successfully challenged in court.

Join Kingston Reid Partner [Brad Popple](#) and SECMON1 Managing Director [Christopher McNaughton](#) as they walk through the entire process, sharing best practice tips and personal insights as to where and how lawyers & forensic experts must collaborate - all based on real-life case studies.

Core units of study
(1 Point):

Professional Skills

Register 

12.30pm -
1.30pm
AEDT

CPD: 2025

**Tuesday
18 March**

2.30pm –
3.30pm
AEDT

AI in legal practice: how to navigate the risks and opportunities ethically

Whether you're an in-house lawyer or a practicing lawyer in the human resources space, this discussion will provide valuable perspectives on the opportunities and risks associated with AI.

Join Kingston Reid Partner [Michael Stutley](#) and special guest [Schellie-Jayne Price](#)* for an insightful discussion on AI ethics in legal practice. Discover how AI is transforming legal practice, from enhancing productivity to introducing new and novel risks. Our presenters will share their experiences and insights on Australian solicitors professional conduct rules and responsible AI use and their predictions about the future of AI in the legal profession.

Don't miss this chance to engage with thought leaders and explore the evolving ethical landscape of AI in law.

**Schellie-Jayne Price (SJ) is the AI partner at Stirling & Rose, a law firm and emerging technology policy institute. As an award-winning technology lawyer, SJ has built machine learning (AI) models and supported organisations in their AI implementation, compliance and governance. She sits on the Law Council of Australia's Digital Commerce & Financial Services Committee, Murdoch University's AI Competency Centre, and the Advisory Boards of the WA Data Science Innovation Hub (WADSIH) and the Centre for Legal Innovation of the College of Law. SJ lectures at Murdoch University on technology and the future of law and is a thought-leader on the nature of legal and governance frameworks required for the AI infused future.*

Core units of study
(1 Point):

**Ethics and
Professional
Responsibility**

Register 

**Wednesday
19 March**

12.30pm –
1.30pm
AEDT

Sharpening your focus: conducting best practice workplace investigations

Workplace conduct remains a key focus for regulators, with ongoing legislative reforms sharpening the spotlight on psychosocial risks in the workplace.

Organisations must proactively identify, assess and address risks to ensure a safe and compliant work environment. When issues arise, conducting timely and well-executed investigations is critical—not only to prevent further harm but also to implement effective corrective actions. Poorly handled investigations, on the other hand, can significantly heighten organisational risk.

Join Kingston Reid Partner [Lucy Shanahan](#) and Special Counsel [Rachel Bevan](#) as they outline what 'best practice' workplace investigations look like in 2025 and how to avoid common pitfalls, offering practical insights into each stage of the process, including drafting allegations, interviewing witnesses and making clear and actionable findings.

Core units of study
(1 Point):

**Substantive Law
OR
Professional Skills**

Register 

**Thursday
20 March**

12pm – 1pm
AEDT

Perspectives on DEI: where to from here?

Following recent executive orders and policy changes in the United States, the 'DEI' (Diversity, Equity and Inclusion) landscape is undergoing a seismic shift. What do these developments say about the future of DEI initiatives, and to what extent will they land in Australia?

Join Kingston Reid Partner [Katie Sweatman](#) and Ombpoint Managing Director [Lindall West](#) for an insightful discussion on the latest developments in Diversity, Equity, and Inclusion (DEI) from the United States and how they may influence the Australian legal and corporate environment, and what these changes mean for DEI initiatives more broadly.

Core units of study
(1 Point):

**Practice
Management &
Business Skills**

Register 

CPD: 2025

Friday
21 March

12.30pm -
1.30pm
AEDT

Say what...? The cumulative impact of workplace conflict and micro-aggressions

In recent years, workplaces have become far better at identifying and responding to bullying and other inappropriate behaviours. However, the new frontier may be how organisations can respond to instances of less pronounced psychosocial hazards, such as incivility and micro-aggressions which may be harder to detect, but still harmful in terms of their effects.

Join Kingston Reid Special Counsel [Kate Curtain](#) and Azuhr HR Senior Consultant [Claire Jenkins](#) as they discuss the practical challenges associated with dealing with workplace conflicts, as well as how to address more nuanced behaviours, before they become a problem.

To register, follow the individual session links above and when prompted, ensure you download the Zoom calendar file for your diary.

If you require further information, please contact businessdevelopment@kingstonreid.com.

Core units of study
(1 Point):

**Practice Management &
Business Skills**

Register 