



**TOONGABBIE**  
LEGAL CENTRE INC.



**One Day CLE – Continuing Legal Education on**

# Employment Law

**Saturday 29 October 2016**

**Venue: Conference Room at Ashurst, 5 Martin Place, Sydney**

### About Toongabbie Legal Centre Inc (TLC)

TLC is a community legal centre located in Toongabbie in the heart of Western Sydney. TLC commenced its free legal services from 13 October 2007. TLC is in its ninth year of providing legal advice and assistance to vulnerable and disadvantaged people.

TLC offers legal advice and referral services. TLC refers matters needing further examination and case management either to funded community legal centres or to private lawyers or migration agents, who are willing to consider part or full pro bono service, depending on the circumstances of each case. TLC operates with the help of over 100 volunteers, with rooms provided by the local Catholic Church, Toongabbie and CatholicCare, Blacktown. The clients represent diverse backgrounds and TLC has been providing advice on matters involving a range of legal/policy issues, including matters under the migration laws.

TLC now offers legal advice and assistance on Thursdays (6:00am - 9:00pm) and Saturdays (9:00am - 1:00pm).

### Community Legal Education

TLC has been undertaking community legal education in the Western Sydney region in locations such as Toongabbie, Mount Druitt, Blacktown, Parklea, Quakers Hill, Wentworthville and Parramatta. Of these, one was presented in cooperation with Legal Aid and one with Blacktown City Council.

### TLC run by volunteers

TLC's volunteers include solicitors, barristers, law students, migration agents, educators, financial planners/advisors, Information technologists (IT), sociologists and persons from various other professions.

### Our Patron

The President of Court of Appeal, NSW Supreme Court, Her Honour Justice Margaret Beazley AO, is our Patron. She has been a strong advocate for our legal centre and its on-going legal services to the vulnerable and those who are lost when caught in the legal net.

### TLC Telephone Service

We have established a 24/7 telephone answering service (1300 375 353) whereby the callers can indicate their needs and TLC will communicate with them and explain how it can help the caller.

### Funding Sources

At the present time, the Centre does not receive any core funding either from the State or the Federal governments.

We need substantial funds to expand TLC's legal service on a fulltime basis to the community and to serve the needy.

We have received a few small grants toward specific projects undertaken by TLC.

In order to raise funds to meet our on-going cost including insurance, we hold our Annual Fundraising Dinners, sell raffle tickets and seek donations. We propose to seek business and legal firms sponsorship for TLC.

### Our Annual Fundraising Dinner

The First Annual Fundraising Dinner was held on 28 June 2008 in the Hall next to the St Anthony's Catholic Church, Toongabbie, within Holroyd LGA (local government area). Her Honour Justice Margaret Beazley AO, Court of Appeal, NSW Supreme Court was the Chief Guest.

The Second Annual Fundraising Dinner was held in Parramatta within the Parramatta LGA on 13 November 2009 with Her Honour Justice Virginia Bell of the High Court as the Chief Guest.

The Third Annual Fundraising Dinner was held on 15 October 2010 in Blacktown with the Honourable John Hatzistergos MLC, NSW Attorney-General as the Chief Guest.

The Fourth Annual Fundraising Dinner was held on 28 October 2011 in Blacktown with the Chief Guest being The Honourable Greg Smith SC MLA, NSW Attorney General.

The Fifth Annual Fundraising Dinner was held on 27 October 2012 in Blacktown with the His Honour Justice Robert French AC Chief Justice of the High Court of Australia, as our Chief Guest.

The Sixth Annual Fundraising Dinner was held on Saturday 12 October 2013 with The Hon T F Bathurst, Chief Justice of NSW Supreme Court as our Chief Guest.

The Seventh Annual Fundraising Dinner was held in Blacktown on 28 November 2014 with The Hon J L P Allsop AO, Chief Justice, Federal Court of Australia, as our Chief Guest.

The Eighth Annual Fundraising Dinner was held on Friday 20 November 2015 with The Hon Brad Hazzard MP Minister for Family and Community Services and Minister for Social Housing and former Attorney General and Minister for Justice, as our Chief Guest.

### TLC – Formal Launch

The Federal Attorney General the Hon Robert McClelland MP formally launched TLC and its website on Friday, 8 July 2011 at 27 Aurelia Street, Toongabbie, in the hall next to the St Anthony's Catholic Church. We held the formal launch after our feasibility had been tested and our legal service had been firmly established. The function was attended by over 200 guests including judicial officers, legal practitioners, community organisations representatives and TLC volunteers.

### TLC's Outreach Legal Service

On 1 December 2011, TLC opened its Outreach Legal Services in Blacktown with the help of CatholicCare of the Diocese of Parramatta. We have been allocated four interview rooms at their facility in Blacktown. Our legal services in Blacktown maintain the same pattern as in Toongabbie, ie Thursday evenings and Saturday mornings. However, the base of the facility continues at Toongabbie.

On 27 April 2012 this service was formally launched by Sir Gerard Brennan AC KBE, former Chief Justice of High Court of Australia. In March 2014 this was renamed and is now known as Blacktown Legal Centre (BLC), part of Toongabbie Legal Centre Inc. BLC now functions from 38 Prince Street Blacktown.

### Tax Deductible Donations

TLC has tax-deductible status (DGR) with the Australian Tax Office for all donations. Any donation over \$2 is tax deductible.

### Our Vision

With huge population increases and many new migrants settling in the Toongabbie - Seven Hills - Blacktown area, our vision is to establish full-time free legal services for the vulnerable people.

**Susai Benjamin**  
Hon. Director & Acting Principal Solicitor

TLC is pleased to announce its CLE – one day program on  
**Employment Law – Saturday 29 October 2016**  
Venue: Conference Room at Ashurst, 5 Martin Place, Sydney



**OPENING WELCOME**

8.15am  
**Susai Benjamin**  
Honorary Director  
Toongabbie Legal Centre

**SESSION ONE**

8.30 - 9.30am  
**Workplace Discrimination – Issues and Challenges**  
**Presenter:** Associate Prof Belinda Smith  
School of Law, Sydney University  
**Chair:** Mr Stephen Woodbury, Partner  
Ashurst Sydney

**SESSION TWO**

9.30 - 10.30am  
**Workplace investigations – What is done right and what goes wrong in this process?**  
**Presenter:** Ms Kate Eastman SC Barrister  
St James Hall Chambers  
**Chair:** Mr Con Ktenas – President City of Sydney Law Society & Principal Lawyer  
Workers Compensation Independent Review Office WIRO

**Coffee/Tea Break: 10.30-11.00am**

**SESSION THREE**

11.00am - 12.00 noon  
**Scope of Fair Work Commission in anti-bullying disputes**  
**Presenter:** Mr Joe Catanzariti AM, Vice-President  
Australian Fair Work Commission  
**Chair:** Ms Harriet Eager, Partner  
Minter Ellison, Sydney

**SESSION FOUR**

12.00 noon - 1.00pm  
**Does Employment Health & Safety matter in productivity debate?**  
**Presenter:** Prof Ron McCallum  
**Chair:** Dr Howard Bell, Principal Lawyer  
Legal Services SafeWork NSW  
Better Regulation Division Department  
of Finance, Services & Innovation

**Lunch Break: 1.00 - 1.30pm**

**SESSION FIVE**

1.30 - 2.30pm  
**Whipping Two Dead Horses – Good Faith and the Corporations Power Revisited**  
**Presenter:** His Hon Justice Rothman AM  
Supreme Court of New South Wales  
**Chair:** Ms Cilla Robinson, Special Counsel  
Workplace Relations, Employment and Safety  
Clayton Utz, Sydney

**SESSION SIX**

2.30 - 3.30pm  
**Post Employment Obligations: Confidential Information, Restraints of Trade, Protection and Enforcement.**  
**Presenter:** Mr Justin Le Blond, Special Counsel  
Employment & Industrial Law –  
HWL Ebsworth, Sydney  
**Chair:** Ms Mary Macken – Corporate Counsel  
Blacktown City Council and  
former President NSW Law Society

**Coffee/Tea Break: 3.30 - 4.00pm**

**SESSION SEVEN**

4.00 - 5.00pm  
**Role and Relevance of Unions in the Modern Workplace**  
**Panel of Employee & Employer Lawyers:**  
Mr Haren Pararajasingham, Solicitor  
Director Member Support, United Voice  
Mr Michael Mead, Australian Industry Group  
Head of Workplace Relations Consulting Service  
**Chair:** Ian Latham, Barrister  
Denham Chambers, Sydney

**TLC acknowledges the generous assistance by Ashurst in providing their conference facility free of cost for this seminar.**

**Registration includes welcome breakfast, coffee/tea; morning coffee/tea; buffet lunch; and afternoon tea/coffee**

If this programme is relevant to you and accepted by your professional body, then you may claim one 'unit' for each hour of attendance.

**Full day: 7 CPD Units (\$75 per unit) or**

<b>Early Registration</b> (ends on 15 October 2016)	<b>\$300</b>
<b>Late Registration</b>	<b>\$400</b>
<b>Full time employees at CLCs &amp; TLC Volunteers</b>	<b>\$100</b>
<b>Webinar option</b>	<b>\$250</b>

**Refund Policy:** If you pay and cancel before 22 October 2016. 50% of the amount will be refunded.

**MCLE Seminar on Tax and Equity: Current and Contentious Issues Saturday 12 November 2016**  
For more details see [www.tlc.asn.au](http://www.tlc.asn.au)

**MCLE Seminar on Family Law Saturday 25 February 2017**  
For more details see [www.tlc.asn.au](http://www.tlc.asn.au)

**MCLE Seminar on Rule 6.1 Mandatory Subjects for Solicitors & Barristers Saturday 11 March 2017**  
For more details see [www.tlc.asn.au](http://www.tlc.asn.au)

**MCLE Seminar Criminal Law Saturday 25 March 2017**  
For more details see [www.tlc.asn.au](http://www.tlc.asn.au)

**REGISTRATION FORM**

PLEASE DETACH FORM

Name:  Mr  Mrs  Ms  Miss  Dr  Prof \_\_\_\_\_  
Phone (day):  Work: \_\_\_\_\_  Home: \_\_\_\_\_  Mobile: \_\_\_\_\_  
Address: \_\_\_\_\_ Suburb \_\_\_\_\_ Postcode \_\_\_\_\_  
Email: \_\_\_\_\_  Barrister  Solicitor  Other \_\_\_\_\_

**Credit card payment:**  Please debit my credit card:  Mastercard  Visa Expiry date: \_\_\_\_/\_\_\_\_/\_\_\_\_  
Authorised payment: \$ \_\_\_\_\_ Credit Card No: \_\_\_\_\_  
Name on card \_\_\_\_\_ Signature \_\_\_\_\_

**Payments by cheque:**  
Enclosed cheque for: \$ \_\_\_\_\_ payable to: **Toongabbie Legal Centre Inc. (TLC)**, PO Box 232, Toongabbie NSW 2146

\* Receipts will be issued for all payments