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REGISTRATION
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FIRST ANNUAL DISABILITY LAW INTENSIVE:

Navigating Workplace Challenges in the Disability Sector

Half Day Conference
Friday 16 May 2025

Marriott Hotel Melbourne or Online



Your Trusted CPD Partner for 50 Years

FIRST ANNUAL DISABILITY LAW INTENSIVE FRIDAY 16 MAY 2025

**CHAIR: LUKE GEARY, PARTNER,
MILLS OAKLEY, BRISBANE, QLD.**

1.15 - 1.20pm

Introduction and welcome

1.20 - 2.05pm

Session 1: Navigating SCHADS and Modern Awards: A Compliance Roadmap for NDIS Providers

Correctly classifying employees under the SCHADS Award is crucial for NDIS providers to ensure compliance, fair pay, and proper working conditions. NDIS providers face significant legal challenges in adhering to the Social, Community, Home Care and Disability Services (SCHADS) Industry Award and other modern awards. This webinar will clarify these complexities, offering clear guidance on compliance and best practices to ensure legal adherence and operational efficiency. This session will cover:

- Understanding the SCHADS Industry Award:
 - Correctly classifying employees
 - Broken shift and sleepover allowances
 - Overview of the SCHADS Industry Award and its relevance to NDIS providers.
 - Key provisions and compliance obligations under the SCHADS Award.
 - Common challenges faced by providers in adhering to the SCHADS Award.
- Modern Awards Explained:
 - Definition and purpose of modern awards in the NDIS context.
 - Key provisions and requirements of other relevant modern awards.
 - Differences between modern awards and enterprise agreements.
- Navigating Legal Challenges:
 - Identifying and addressing legal risks associated with SCHADS and modern awards.
 - Real-life examples and case studies highlighting common pitfalls.
 - Strategies to ensure compliance with SCHADS and modern award requirements.
- Best Practices for Legal Compliance:
 - Developing robust policies and procedures to meet legal obligations.
 - Importance of regular legal audits and reviews

*Speaker: Adrian Barwick, Solicitor Director,
WilliamsonBarwick, Sydney, NSW*

2.05 - 2.15pm Panel Comments and Questions

2.15 - 3.00pm

Session 2: NDIS Risk Incidents and Complaints Management: Conducting Effective Investigations

When an incident of abuse or misconduct is alleged, observed, or reported, senior staff must step in to conduct thorough investigations to safeguard NDIS participants and prevent future harm. This practical session provides a clear roadmap for navigating the investigation process, focusing on best practices for handling sensitive issues. Key areas covered include:

- Ensuring the immediate safety of all parties involved
- Reporting obligations to navigate - who needs to be notified of the incident?
- Ensuring procedural fairness throughout the investigation
- Strategies for collecting reliable evidence and conducting effective interviews
- Structuring and presenting findings in a clear, actionable manner
- Managing staff under investigation
- When and why it may be necessary to bring in external investigators
- Responding to investigation findings - what happens next?

*Speaker: Angela Cox, Principal, Special Voices
Disability Law & Advocacy, Melbourne, Vic*

3.00 - 3.10pm Panel Comments and Questions

3.10 - 3.30pm Networking Break and Afternoon Tea

3.30 - 4.15pm

Session 3: Navigating Work Health and Safety Challenges in the Disability Sector

NDIS providers face unique challenges in ensuring health and safety for staff, and clients and participants. These challenges come from various sources, including the clients or participants, their families, the makeup of the workforce, the regulatory landscape, and because of the nature of the work itself. This session will provide practical strategies to address these challenges. This session covers:

- Understanding the current WHS landscape:
 - core duties and key developments
 - consequences of non-compliance
- Addressing sector specific issues:
 - distributed/remote work
 - CALD workforce
 - interaction with NDIS Code of Conduct / NDIS Standards
 - occupational violence
- Developing an effective WHS strategy

*Speaker: Anthony Massaro, Principal, Russell Kennedy,
Melbourne, Vic.*

4.15 - 4.25pm Panel Comments and Questions

GENERAL INFORMATION

Conference Registration Fee

The conference registration fee includes attendance at the conference and conference papers, refreshment break and a light lunch before the conference.

Conference Papers

TEN will not provide printed copies of the conference papers or Powerpoints. Access to the papers & Powerpoints will be available online to all delegates in the lead-up to the conference (as they become available).

CPD

Lawyers: 2.5 CPD units (substantive law) for the intensive half day.

CPD Certificate

All delegates will receive a CPD Certificate/s confirming attendance.

The Conference Venue

Melbourne Marriott Hotel

Corner Lonsdale & Exhibition Streets, Melbourne

Phone: (03) 9662 3900

Web: Luxurious hotel in Melbourne's CBD (marriott.com)

Delegate Accommodation Rate at the Melbourne Marriott

The Marriott are offering conference attendees 10% off their best available rates at the time of booking. Please call (03) 9660 1128 to book your room and identify yourself as an attendee of this event.

Travelling to the Conference Venue

Delegates are advised to make their own travel arrangements.

Conference Dress

Smart casual attire is suitable (note: the temperature in the conference rooms can vary depending on where you are sitting. Short sleeves/summer tops are generally OK, but it is advisable that you bring a jacket/long sleeved top just in case you need it).

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