



MANAGING CHRISTMAS PARTIES, SOCIAL MEDIA & MENTAL HEALTH

The festive season may represent a more casual and light-hearted time within workplaces, however professional boundaries are more likely to be crossed, especially at end-of-year Christmas parties. It is vital that employers take steps to guard against risks of legal actions through appropriate management of functions. Equally, the risk of Social Media misuse is heightened during this period. Where Christmas parties and/or social media are not appropriately managed, this can expose both organisations and employees to significant legal and reputational risk, undermining business operations.

Christmas can also bring out other challenges for workers. Whilst the festive season can be a time of celebration, it can also be a time of difficulty for some people, and at times these difficulties can impact on work performance. The second half of this session will look at issues of wellbeing in the workplace, and strategies that you can use to promote support and positive outcomes for both your employees and your organisation.

Topics covered:

- An illustration of the risks posed through staff Christmas parties & topical case studies in this area
 - Preventative & risk management measures
 - Potential types of misconduct committed by employees through inappropriate use of social media
 - Wider legal risks impacting upon businesses such as defamation and related civil proceedings
 - Conducting the investigation process involving misconduct during Christmas functions and/or social media misuse
 - Challenging situations for employees and the impact on the workplace
 - Strategies for mental health effectiveness
 - Employer obligations, tips & protections
- ⦿ Under case law in this area, it is clear that employers should adopt appropriate risk management measures to defend any unfair dismissal and/or other industrial claims.

Outcome:

By the end of the training session attendees will have gained an understanding of the risks posed to business through misconduct at Christmas functions and/or social media misuse, which can impede on organisational effectiveness and breach WHS legal obligations. Attendees will further gain an understanding on how to implement strategies to ensure these risks are minimised.

Date:	Tuesday 13 December 2016	
Time:	2.00pm to 4.00pm (Drinks and nibbles to follow)	
Venue:	Pinnacle HR, 33 Hutt Street, Adelaide. Level 1 (No lift access)	
Cost:	Standard Fee:	\$120.00 (GST inclusive)
	Members Discount:	\$100.00 (GST inclusive)

If you require further clarification please contact Barb Bacciarelli on 8232 2820 or admin@pinnaclehr.com.au



To register for training please complete the information below.

Then fax this form to Pinnacle HR on 8224 0107 or email to admin@pinnaclehr.com.au

(PLEASE PRINT)

Name of Participant(s)

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Organisation

.....

Address

.....

Phone

Fax

Email

Members Discount: **One Session:** \$100.00 (GST inclusive) per person

Standard Fee: **One Session:** \$120.00 (GST inclusive) per person

Managing Christmas Parties & Social Media

Venue: **Pinnacle HR, 33 Hutt Street, ADELAIDE Level 1 (No Lift Access)**

Date: **Tuesday 13.12.2016;**

Time: **2.00pm to 4.00pm**

Parking: **Is available in the public car park in Pirie Street.**

TERMS AND CONDITIONS

- Telephone bookings will not be accepted. Payment must be received to confirm your place
- Payment must be received 5 working days before the commencement of the training.

PAYMENT - Payment can be made via cheque made out to Pinnacle HR Inc or directly credited to National Australia Bank, BSB: 085-042, Account: 639-858-737 or VISA / MasterCard:

Card Number

Expiry Date /

Card Holders Name:

Email Address for Sending Payment Confirmation:

CANCELLATION TERMS AND CONDITIONS

Please note cancellation terms and conditions attached.

Client Cancellation Policy:

1. All cancellations must be notified in writing to admin@pinnaclehr.com.au Registrations for Training may be cancelled up to five (5) working days prior to the Training date and participants will receive a full refund.
2. Registrations for Training which are cancelled with less than five (5) working days notice prior to the Training date will not receive a refund.
3. Where a participant does not attend the full training fee will be charged.
4. Where the participant cannot attend they may arrange for an alternative employee to attend by giving not less than two (2) working days notice.
5. Payment must be made not less than five (5) days prior to commencement of the Training.