

# Seminar Invitation

## How to Correctly Handle Misconduct and Poor Performance in the Workplace

Managing the performance of employees who are suspected of misconduct or performing poorly remains a thorny issue for all workplaces, particularly those that do not have the resources to engage specialist HR expertise to manage the situation. This seminar will provide practical guidance to employers on how to effectively manage employee performance issues while also ensuring compliance with the *Fair Work Act* and avoiding potential legal risks.

In this seminar, Ben will:

- Provide a refresher on the requirements imposed by the *Fair Work Act* on both small employers (15 or fewer employees) and larger employers in respect of fair dismissals;
- Discuss the differences between poor performance, misconduct, and serious misconduct and why this matters; and
- Examine some recent decisions that illustrates some useful tips for correctly handling poor performance and misconduct in the workplace.

*We look forward to you joining us.*

### Date & Time

**Thursday, 28 September 2023**

8:00am - 9:00am

### Venue

**DW Fox Tucker Lawyers**

L14, 96-100 King William Street  
Adelaide SA 5000

### Cost

**No charge** - event provided compliments of DW Fox Tucker Lawyers

### RSVP

**Tuesday, 26 September 2023**

e: [events@dwft.au](mailto:events@dwft.au)  
p: 8124 1811



### Our Presenter

**Ben Duggan** Director  
DW Fox Tucker Lawyers

With over a decade experience advising employers on enterprise agreements, bargaining obligations, strategic planning, employment policies and procedures, and workplace disputes, Ben has established himself as one of Australia's leading labour and employment lawyers. He has been recognised by Best Lawyers Australia every year since 2010 and was awarded "Lawyer of the Year" in 2017. Additionally, Doyle's Guide to the Australian Legal Profession has named Ben as one of South Australia's leading lawyers in employment, workplace relations, and safety every year since 2015.

Ben's success is due in no small part to his commitment to practical, client focussed solutions.