

## SPEAKERS

### Chair



#### **Andrew Scott-Howman, Bell Gully, Wellington**

Andrew is a partner in Bell Gully's Wellington office. He is an employment law specialist, advising both employers and employees on all employment law matters. He is co-author of the Brooker's text *Workplace Stress in New Zealand* and is the employment law columnist for *The Independent* newspaper.

### Keynote speakers



#### **Simon Mitchell, Barrister, Auckland**

Simon is a barrister based in Auckland. He specialises in acting for unions, and their members. Simon also works in the areas of family and education law.



#### **Kit Toogood QC, Auckland**

Kit specialises in employment law, advising major NZ companies, government departments and corporations, as well as acting for employees. He is a co-author of the Brooker's texts *Employment Law* and *Personal Grievances*.

### Speakers



#### **Denis Asher, Employment Relations Authority, Wellington**

Denis was appointed to the Employment Relations Authority, Wellington in 2000. He was previously a Member of the Employment Tribunal and before that, for 20 years, was an organiser with the Public Service Association.



#### **Kathryn Beck, Swarbrick Beck Mackinnon, Auckland**

Kathryn is a partner at Swarbrick Beck Mackinnon. She has extensive experience in all areas of employment law and industrial relations. She has represented clients in many leading cases and is also frequently called upon as an independent investigator, mediator or facilitator. Kathryn has been convener of the NZLS Employment Law Committee, a member of the ADLS Employment Law Committees, and is a regular invited speaker at ADLS, NZLS and private conferences on contemporary employment law developments.

## SPEAKERS



### **Emma Butcher, LangtonHudson Lawyers, Auckland**

Emma is a partner of specialist employment law and industrial relations firm, LangtonHudson. After spending twelve years specialising in employment law at Buddle Findlay, four as partner, Emma joined LangtonHudson in 2007. Her experience covers the spectrum of advisory and advocacy in this area, with particular focus on representation of employers in disputes, employment agreement negotiations and issues associated with the restructuring and sale/acquisition of businesses.



### **Andrew Caisley, Kiely Thompson Caisley, Auckland**

Andrew is a partner at Kiely Thompson Caisley and advises a broad client base on all aspects of contentious and non-contentious employment law. In recent years he has been heavily involved in industrial negotiations and a number of facilitations. He has also been in the Authority, Employment Court and the Court of Appeal on Holidays Act matters.



### **Shona Carr, Department of Labour - Legal Services, Auckland**

Shona has been a prosecutor for the Department of Labour for over 20 years. Her role includes representing the Department in health and safety prosecutions, advising health and safety inspectors and prosecuting under and providing information to the Department on all legislation administered by it.



### **Peter Chemis, Buddle Findlay, Wellington**

Peter heads his firm's national employment law team. He has chaired numerous Government advisory groups on employment law issues. He advised the Department of Prime Minister and Cabinet, and subsequently the Department of Labour on changes to the Employment Relations Act 2000, and the more recent changes in 2004.



### **Peter Churchman, Barrister, Wellington**

Peter is a Wellington based barrister who specialises in employment law. He has taught and written extensively on employment law topics. He is the co-author of Brooker's *Personal Grievances* and an updating author of Brooker's *Personal Injury in New Zealand*. He is a former convener of the NZLS Employment Law Committee.



### **Tim Cleary, Barrister, Wellington**

Tim has been a Wellington based barrister since 2005 with a focus on employment litigation. Prior to that Tim was in-house counsel for the Meat Industry Association before becoming the Principal Adviser at Business New Zealand. During this time he was involved in the progress of the 2004 amendments to the Employment Relations Act and represented New Zealand employers at the ILO.

## SPEAKERS



### **His Honour Judge Tony Couch, Employment Court, Christchurch**

Judge Couch practised employment law for 25 years, representing a wide range of parties. Based in Christchurch, he developed a national practice and appeared in many parts of the country. He was an original member of the NZLS employment law committee, on which he served for eight years. He has tutored and presented guest lectures at Canterbury University. In May 2005, he was appointed as a judge of the Employment Court and of the District Court. Judge Couch is based in Christchurch.



### **Nikki Dines, Simpson Grierson, Auckland**

Nikki is a Senior Associate in Simpson Grierson's employment law group. She advises on all areas of employment law, and has also practised law in the United Kingdom, specialising in employment law. Nikki has served as a member of the ADLS Employment Law Committee.



### **Barry Dorking, Anderson Lloyd, Dunedin**

Barry is a partner in South Island law firm Anderson Lloyd. Based in Dunedin he specialises in providing employment law advice to major employers in the city and nationally. Barry tutors in contract law at Otago University, and has been both a company manager and a union president in previous careers.



### **Mike Feely, Mediator, Department of Labour, Wellington**

Mike has a background in senior HR and operational management positions. He holds a Master's degree in Public Policy and a Diploma in Industrial Relations from Victoria University. Mike is also a graduate of the Monash University (Melbourne) Advanced Management Programme. As a mediator with many years' experience Mike has assisted parties in hundreds of personal grievance and contractual disputes. He has also had considerable experience with assisting parties in collective bargaining matters including national multi-employer and multi-union documents in both the public and private sectors. Mike's collective bargaining experience includes high profile work in essential industries in strike and lock-out situations.



### **Walter Grills, Senior Mediator, Department of Labour, Dunedin**

Walter joined the Mediation Service in 1977 and has been a mediator under the Industrial Relations Act and the Labour Relations Act, his major area of utilisation being Government intervention in disputes which threatened public interest. He has carried out fact-finding arbitrations and acted as Chairman of Government sponsored Committees of Inquiry. From 1991 – 2000 he was an Employment Tribunal Member, and from 2000 he has been a Mediation Service mediator. Walter was the Inaugural Good Faith Bargaining Chairman. He gives public addresses and conducts training seminars on bargaining for various organisations.



## SPEAKERS



### **Ian Gordon, Morrison Kent, Wellington**

Ian is a partner in the litigation team at Morrison Kent. He has been practising employment law for 16 years. His clients include employers in communications, information technology, and the arts. He has also negotiated collective employment agreements in the education and print sectors. He is a qualified mediator and member of LEADR.



### **John Haigh QC, Auckland**

John Haigh was admitted to the Bar in 1970. He specialised in employment and criminal law from the outset of his career. In 1984 he went to the Independent Bar. He was appointed a Queen's Counsel in 1993 and continues to practise in his specialist areas.



### **Susan Hornsby-Geluk, Kensington Swan, Wellington**

Susan is an experienced employment lawyer with an impressive client list. Susan specialises in providing advice in complex industrial situations and has been involved in a number of high profile restructuring, merger and acquisition, collective bargaining and strike and lockout cases. Susan is recognised for her strategic and pragmatic approach to problem solving and for understanding the commercial context within which her clients operate.



### **Hamish Kynaston, Buddle Findlay, Wellington**

Hamish is one of three partners in Buddle Findlay's national employment law team, and works across both the Auckland and Wellington offices. He and his team advise clients in all areas of employment law, but Hamish has a particular interest in good faith and bargaining issues, and spends most of his time in the health, education, energy and finance sectors. Like most practitioners in this area, Hamish regularly deals with issues of stress, illness and incapacity, which are the subject of his and Karen Spackman's paper (together they have devised the Incapaci-matrix™). Hamish sits on both the New Zealand and Wellington District Law Society employment law committees.



### **Stephen Langton, LangtonHudson, Auckland**

Stephen is a partner of LangtonHudson, lawyers, a specialist employment law and industrial relations firm. He has been involved in a number of significant cases in this area, and is a regular contributor to Law Society and industry conferences.

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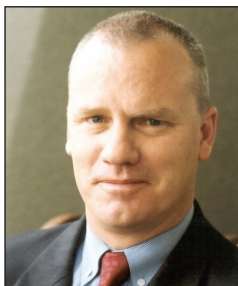
### **Andrew Little, Engineering, Printing and Manufacturing Union, Wellington**

Andrew has been National Secretary of the Engineering, Printing and Manufacturing Union, New Zealand's largest private sector trade union, since August 2000. Prior to that Andrew was a solicitor for the union, rising to the position of General Counsel. The EPMU represents nearly 50,000 workers across eleven industries, and negotiates around 1000 collective agreements, including a number of successful multi-employer collectives. The union is involved in a range of initiatives to transform New Zealand into a high-skill, high-wage economy.



### **Don Mackinnon, Swarbrick Beck Mackinnon, Auckland**

Don is a partner at Swarbrick Beck Mackinnon. He has over 20 years' experience in employment law and industrial relations and has practised in both New Zealand and the United Kingdom. Don has acted in numerous leading employment law cases. He has a Master of Laws from the University of London, majoring in international labour law. He has co-authored various texts in employment and sports law and also acts for a number of major sporting bodies. He has recently stepped down as Chair of Netball New Zealand having been a director of that organisation for the last 9 years.



### **Richard McIlraith, Russell McVeagh, Auckland**

Richard has been a partner at Russell McVeagh in Auckland since 1995. He heads the firm's employment law practice group and works primarily in the employment law area. He has a broad range of experience in the area.



### **Campbell McKenzie, PricewaterhouseCoopers, Auckland**

Campbell is an associate director within the investigations and forensic services team. He specialises in the securing, preserving, analysing and reporting of digital evidence. Campbell has 17 years' information technology experience, including the last five years with the New Zealand Police as an electronic crime analyst. Campbell joined PricewaterhouseCoopers in November 2006.



### **Grant Nicholson, Kensington Swan, Auckland**

Grant is one of New Zealand's leading health and safety lawyers. He regularly advises New Zealand businesses on their health and safety obligations, and coordinates responses to Department of Labour and other regulators' investigations as well as defending prosecutions under the Health and Safety in Employment Act and associated legislation.

## SPEAKERS



### **Carl Reaich, Kensington Swan, Wellington**

Carl is a senior associate in the employment team of Kensington Swan. Before joining Kensington Swan, he worked as a specialist employment lawyer in New Zealand, the United Kingdom and in the International Red Cross in Switzerland. Carl is also an adjunct lecturer at Victoria University.



### **Paul Roth, Professor of Law, Otago University, Dunedin**

Paul teaches law at the University of Otago. He is the author of *Privacy Law and Practice*, a co-author of *Mazengarb's Employment Law* and *Personal Grievances*, and he is on the editorial board of the *Employment Law Bulletin* (LexisNexis). He has written many articles on employment law and privacy law, including annual reviews of employment law in the *New Zealand Law Review*.



### **Her Honour Judge Coral Shaw, Employment Court, Wellington**

Judge Shaw began law as a mature student and qualified in 1980. She worked at Meredith Connell and then at Haigh Lyon where she became the litigation partner specialising in immigration, criminal and industrial law. She was appointed to the District Court in 1992 and until 1999 sat at the Waitakere District Court. Judge Shaw was appointed to the Employment Court in 1999 and has sat in the Wellington Court since then.



### **Philip Skelton, Barrister, Auckland**

Philip is a barrister at Bankside Chambers specialising in general litigation and employment law. He has recently acted as counsel for the employer party in *Bradford Trust Ltd v Roebeck & Ors* where he obtained a “springboard” injunction from the High Court and a significant damages award from the Employment Relations Authority against employees alleged to have misused their employer’s confidential information and to have diverted valuable business opportunities for personal gain.



### **Karen Spackman, Minter Ellison Rudd Watts, Wellington**

Karen is one of four specialist partners who lead the large employment law team of 20+ authors at Minter Ellison Rudd Watts. Karen’s career as an employment lawyer began in 1994 and apart from a brief foray into HR management 10 years ago, she has specialised in the field ever since. She is a graduate of three universities, qualified mediator, and author of *Employment Mediation* (Brookers, 2005). While experienced in all areas of employment law, Karen has a particular interest in the medical/injury cases which cross her desk.



### **Penny Swarbrick, Swarbrick Beck Mackinnon, Auckland**

Penny is a partner at Swarbrick Beck Mackinnon. She has extensive experience in all employment law issues, including policy and development of legislation, negotiating major awards and employment agreements, assisting clients in industrial disputes, and advising and representing major corporates, smaller companies and individuals on all matters relating to employment law and health and safety. She has appeared as counsel in many leading cases. She has been a member of the ADLS Employment Law Committee for several years including as convener.

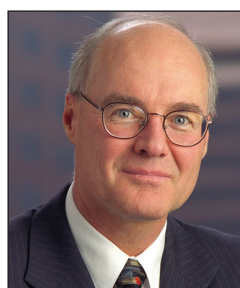


## **SPEAKERS**



### **Kevin Thompson, Barrister, Auckland**

Since moving to the independent Bar in 1995 to practise as a barrister sole, Kevin has focused on employment law as a specialty area. Working mostly on behalf of employers, Kevin is involved in advising on, and resolving, all aspects of employment relationship issues involving employers, employees and unions including those that end up before the Authority, the Employment Court, the Court of Appeal and now also the Supreme Court.



### **Rob Towner, Bell Gully, Auckland**

Rob is a partner at Bell Gully and heads its national employment law group. He has specialised in employment law for the last 26 years. Rob is a guest lecturer at the University of Auckland Law School, a past chairman of the Employment and Industrial Relations Law Committee of the International Bar Association, and the author of the New Zealand chapter in three international textbooks on employment law.



### **His Honour Judge Barrie Travis, Employment Court, Auckland**

His Honour has had an extensive practice in industrial law matters in Chapman Tripp before being appointed Judge of the Labour Court in 1989 and of the Employment Court in 1991. He has lectured in employment law at Auckland University for LLB and LLM students.

### **Joanne (Wattie) Watson, Ruby Law, Hamilton**

Joanne (Wattie) is a founding partner of the Hamilton law firm Ruby Law. She works exclusively in employment law including all levels of litigation and bargaining. Wattie predominately represents workers and unions but also acts for some employers who are small business owners. Wattie is a current member of the NZLS employment law committee. Prior to private practice, she was counsel for the PSA, New Zealand's largest public sector union.



### **Paul Wicks, Barrister, Auckland**

Paul has practised as a barrister sole since 1994 and has appeared in all courts including the Employment Court, High Court and the Court of Appeal. He practises predominantly in employment and criminal litigation. In his employment law practice he has appeared as counsel for, and advised both employers, employees and unions in a range of matters, including restraint of trade and breach of fidelity cases, employee disputes, District Court prosecutions under the Health and Safety in Employment Act, and Collective Bargaining. Between 1995 and 2001 Paul served as a member of the NZ Bar Association Council. He has also served on the ADLS Employment Law Committee.

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