

## CHAIR



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

Penny is a partner at Swarbrick Beck Mackinnon. She has extensive experience in all aspects of employment law and industrial relations. In her practice she advises a wide range of clients including major corporates, smaller companies and individuals. Penny has appeared as counsel in many leading cases, and is a regular presenter at Law Society seminars and conferences.

## KEYNOTE SPEAKER



### **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.

## SPEAKERS



### **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. Kathryn has represented clients in many leading cases and is also frequently called upon as an independent investigator, mediator or facilitator. She 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.



### **Rick Bettle, Professional Director, Wellington**

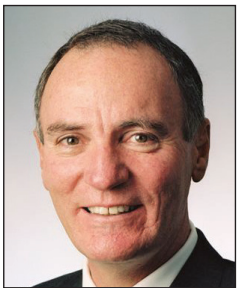
Rick is an Accredited Fellow and a past president of the Institute of Directors. He is also a graduate Fellow of the Australian Institute of Company Directors. Rick is a professional director. His experience includes eight and a half years as chairman of the New Zealand TAB and four and a half years as chairman of The Racing Industry Board. He has previously chaired NZ Lamb Co (10 years), Capital Coast Health (four years) and Wrightson Finance (four years). Rick's current directorships of public listed and private entities include chairman of The Civil Aviation Authority of New Zealand and Aviation Security. He is also a director of Goodman NZ. Rick was the managing director of Wrightson from 1987 to 1991 and the CEO of Alliance Group (a large South Island meat co-operative) from 1991 to 1995. From 1995 to 1998 he headed the law firm of Kensington Swan.

## SPEAKERS



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

Peter heads Buddle Findlay's national employment law team and advises a wide range of clients in both the public and private sectors. He is also chair of Buddle Findlay's Board and has chaired numerous Government advisory groups on employment law issues.



### **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*. Peter is a former convener of the NZLS Employment Law Committee.



### **Linda Clark, Chapman Tripp, Wellington**

Linda began her professional life as a journalist and spent 20 years' working in all aspects of media – print, television and radio. In her time as a journalist she won numerous professional awards. Linda retired from journalism in 2007 to retrain as a lawyer. She works as a consultant for Chapman Tripp working primarily with public law partners for key clients on government relations /parliamentary submissions/ regulatory issues and is a strategic advisor to the Chapman Tripp Board.



### **His Hon Chief Judge Graeme Colgan, Employment Court**

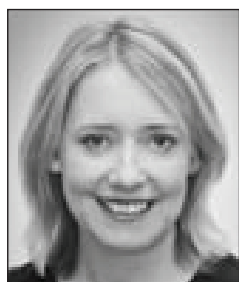
Chief Judge Colgan was admitted to the Bar in 1976 and practised as a litigation lawyer with Haigh Lyon & Co until 1987 when he joined Southern Cross Chambers in Auckland. He was appointed as a judge of the Labour Court in 1989 which became the Employment Court in 1991. He was appointed as Chief Judge in 2005. Chief Judge Colgan has practised employment law under the legislative regimes of the Employment Relations Act 2000, the Employment Contracts Act 1991, the Labour Relations Act 1987, and the Industrial Relations Act 1973.



### **Peter Cranney, Oakley Moran, Wellington**

Peter is a partner in the Wellington firm Oakley Moran. He has a trade union background and specialises in employment law, acting for unions and employees. A particular area of interest is collective bargaining law, including the law of strikes and lockouts and the law relating to good faith bargaining.

## SPEAKERS



### **Kathryn Dalziel, Taylor Shaw, Christchurch**

Kathryn is an associate at Taylor Shaw in Christchurch practising in employment and information law as well as civil litigation. She has presented seminars on behalf of the Office of the Privacy Commissioner since 1996; is the author of *Privacy in Schools* and co-authored the chapter on “Health Information” in *Health Care and the Law* (4th ed). Kathryn also lectures in legal ethics at the School of Law, University of Canterbury, and is a member of the NZLS Human Rights and Privacy Committee, and the Canterbury-Westland Standards and Ethics Committees.



### **Anthony Drake, Kensington Swan, Auckland**

Acknowledged as a leader in his field Anthony advises some of New Zealand’s largest organisations across the full suite of employment related issues. His success in mediations, disputes, restructuring, and complex strategies and his drive to be at the forefront of employment law, has led to his recognition in international rankings and as a keynote presenter at top industry conferences. Ranked by Chambers and Partners as a leading individual in NZ employment law, Anthony was praised for his “professionalism and thorough understanding of client needs” *Chambers & Partners 2010*.



### **Kylie Dunn, Russell McVeagh, Auckland**

Kylie is a senior solicitor at Russell McVeagh’s Auckland office. She specialises in employment law and advises clients on all aspects of the employment relationship. Her experience has a particular focus on bargaining and industrial issues, disputes and the protection of confidential information.



### **David France, Kiely Thompson Caisley, Auckland**

David is a partner at specialist employment law firm Kiely Thompson Caisley. He acts for a broad base of public sector and private sector clients, and advises on all aspects of employment law and industrial relations. He has appeared in a number of significant employment law cases up to the Supreme Court and regularly represents clients in the Authority and the Employment Court. David is a regular contributor to seminars and conferences throughout New Zealand.



### **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.

## SPEAKERS



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

Hamish is a partner in Buddle Findlay's national employment law team. He has a fast-paced and varied practice, and has particular expertise in the health, education, energy and finance sectors, and in central government. He sits on both the NZLS and WDLS Employment Law Committees.



### **Stephen Langton, LangtonHudsonButcher, Lawyers, Auckland**

Stephen is a partner in LangtonHudsonButcher, Lawyers, a specialist employment law and industrial relations firm. He has been involved in a number of significant cases in this area, is a member of the NZLS Employment Law Committee, and a regular contributor to Law Society and industry conferences.



### **Aaron Lloyd, Minter Ellison Rudd Watts, Auckland**

Aaron is a partner at Minter Ellison Rudd Watts. He is an experienced litigator, with particular expertise in employment law and white collar defence and advisory work. Aaron provides employment advice to public and private sector clients, on a wide range of commercial and litigious matters, including with respect to employment documentation, internal investigations and disciplinary process, restructuring, and matters before the Employment Relations Authority and the Employment Court. He has appeared in all New Zealand Courts, up to the Supreme Court. Aaron is a member of the NZLS Law Reform Committee, and a former adjunct lecturer at the University of Auckland.



### **Sandra Moran, Oakley Moran, Wellington**

Sandra is a principal of Oakley Moran. She has a wide background and experience in most areas of legal practice including media and employment law. Sandra is a past president, vice-president and treasurer of the WDLS (the first woman to hold these positions) and a former WDLS Council member. She was a member of the NZLS Council and its executive committee and has sat on a number of NZLS committees. Sandra holds and has held numerous leadership positions on various boards and statutory bodies. She was a director of Independent Newspapers Ltd for 19 years (1985 – 2004), New Zealand's largest media company, until its assets were sold to Fairfax in 2003.



### **Michael Quigg, Quigg Partners, Wellington**

Michael has worked in New Zealand employment law for more than 20 years. He has a special interest in board/CEO and governance issues.



## SPEAKERS



### **John Rooney, Simpson Grierson, Auckland**

John is a partner in the firm's employment law group. He specialises in industrial and employment law and advises many of New Zealand's top companies on employment law issues. He also advises on consultancy, agency, and other atypical working arrangements. John regularly attends mediations and frequently represents clients in the Employment Relations Authority and Employment Court. He also appears in the District Court as defence counsel on occupational safety and health prosecutions. John is a member of the ADLS Employment Law Committee, and a solicitor in England and Wales.



### **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*.



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

Philip is a barrister at Bankside Chambers with over 20 years' experience in employment law and civil litigation. He has acted as counsel in a number of significant employment law cases for employers wishing to protect their business from competition from ex-employees. Philip is a former convener of the ADLS Employment Law Committee and a regular presenter at ADLS and NZLS conferences.



### **Mary-Jane Thomas, Preston Russell Law, Invercargill**

Mary-Jane was appointed Southland Crown Solicitor in 2005 after a career that encompassed a four-year stint at the Crown Law Office. A partner at Preston Russell Law in Invercargill from 1995-96 and again from 2002, she heads both the criminal and employment law teams at the firm.



### **Anne Toohey, Raymond Donnelly & Co, Christchurch**

Anne is a senior associate at Raymond Donnelly & Co. She leads an employment law team acting for many South Island businesses, including those in the maritime, production and construction industries. Anne has a broad range of experience in the employment arena.

## **SPEAKERS**



### **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 28 years. Rob is a guest lecturer at the University of Auckland Law School, on the Executive Council of the newly formed Global Employment Institute, and a past chairman of the Employment and Industrial Relations Law Committee of the International Bar Association. He is the author of the New Zealand chapter in three international textbooks on employment law.

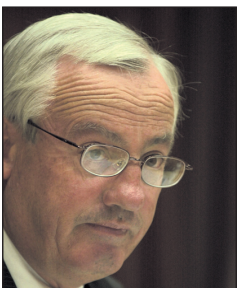
### **Joanne (Wattie) Watson, Wattie Watson & Crew Ltd, Hamilton**

Joanne (Wattie) has her own practice Wattie Watson & Crew Ltd. She works exclusively in employment law. 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.



### **Helen White, Barrister, Auckland**

Helen has an LLB(Hons) and a BA in History. She has worked for a number of different unions. Helen was in-house counsel at the EPMU at the time of proposed outsourcing by Air New Zealand of heavy maintenance, cleaning services and front of house services. In each case the unions successfully avoided contracting out by engagement in the processes in the collective agreement and pragmatic negotiation. In the case of the cleaners the landscape included the effect of the protections afforded to these workers as “vulnerable”. In a case involving the transfer of contracted maintenance workers at the ADHB, the obligations in the law with regard to the code of good faith in the public health sector also played a pivotal part in informing the rights of workers in restructuring and limiting the economic justification for contracting out. Helen has represented both employers and employees affected by retrenching and restructuring due to the recession. She has represented upper management and low paid workers facing the loss of their jobs through no fault of their own.



### **The Hon Justice William Young, Court of Appeal**

Justice William Young graduated LLB (Hons) from the University of Canterbury and later gained a doctorate from Cambridge University. He joined the Christchurch firm of R A Young Hunter and Co in 1978, leaving in 1988 to practise as a barrister. He was appointed a Queen’s Counsel in 1991, to the High Court in 1997 and to the Court of Appeal in January 2004. Justice Young became President of the Court of Appeal in February 2006. In June 2007, Justice Young was awarded the DCNZM (Distinguished Companion of the New Zealand Order of Merit) for services as President of the Court of Appeal of New Zealand. He was redesignated a knight companion of that order in 2009.

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