Workplace Health & Safety Law Conference

Thomson Reuters™

24 November 2026
Sydney & Online

8:30 am Registration opens

9:00 am Welcome from Conference Chair

Stephen Hardy
Partner, K&L Gates

9:05 am Managing Psychosocial Hazards: Legal Compliance and Building Psychologically Safe Workplaces

- Codes of Practice – practical guidance on managing psychosocial hazards at work (NSW, QLD, WA, VIC updates).
- How to identify, assess, and control psychosocial risks to avoid regulatory enforcement and reputational harm
- Psychological injury claims – arising from digital, social media, or off-site conduct between colleagues
- Remote/Hybrid work and psychosocial risk
- How regulators are interpreting and enforcing these obligations

Kelly Ralph
Special Counsel, Russell Kennedy

9:45 am WHS Amendment (Digital Work Systems) Act 2026 (NSW): Regulating the use of technology at work

- Overview of these new laws
- Steps organisations can take for compliance
- Broader considerations with using technology at work

Kate Curtain
Special Counsel, Kingston Reid

10:25 am Networking and refreshment break

10:50 am The legal implications of the impact of AI on psychosocial health

- Understanding employers' WHS obligations when implementing AI and managing psychosocial risks arising from algorithmic decision-making, surveillance, and work intensification
- Navigating legal liability, governance, and compliance frameworks for the responsible use of AI in Australian workplaces, including regulator expectations and emerging case law
- Developing practical strategies to assess, control, and monitor AI-related psychosocial hazards while balancing innovation, worker wellbeing, and organisational productivity

Michael Tooma
Partner, Hamilton Locke

11:30 am Industrial Manslaughter Category 1 offences: legal, operational, and reputation implications

- The legal thresholds and enforcement trends for Category 1 offences under WHS legislation
- Key lessons from landmark prosecutions
- Role of directors and officers in managing WHS risks and avoiding personal liability
- Enforcement in high-risk sectors and penalties

Harold Downes,
Partner, Workplace Relations, Employment & Safety
Mills Oakley

12:10 pm Lunch and networking break

1:00 pm Contractor, Labour Hire and Supply Chain Safety

- Clarifying WHS responsibilities across multiple PCBUs
- Managing contractor competency and site induction
- Lessons from recent contractor-related incidents
- Strengthening procurement and contractor governance

Albert Khouri
Special Counsel, MinterEllison

1:40 pm Workplace Investigations Following Serious Incidents- legal and regulator pitfalls

- Responding to regulator notices and investigations
- Preserving legal privilege
- Preparing for coronial inquests and prosecutions

Katherine Morris
Partner, Norton Rose Fulbright

2:20 pm Officer Due Diligence and WHS Governance - Building governance systems to reduce prosecution risk

- Board and executive accountability
- Personal liability of officers and executives
- Due diligence obligations in practice
- Reporting, assurance and governance frameworks

Greg McCann
Partner, HWL Ebsworth

3:00 pm Networking and refreshment break

3:20 pm Understanding regulator and inspector powers - WHS Act Notices, Self-Incrimination & Admissibility of Evidence

- Understanding inspector powers under sections 155 and 171 to require answers, information and documents during a WHS investigation
- The interaction between s 172 (protection against self-incrimination) and the admissibility of compelled evidence in civil and criminal proceedings
- Practical strategies for responding to notices and requests, preserving legal privilege, and defending prosecutions

Nathan Roberts
Partner, McCullough Robertson

4:00 pm Enforcement Trends: Learning from Recent Prosecutions

- Recent WHS court decisions and SafeWork enforcement activity
- How courts are interpreting “reasonably practicable” and duty of care
- Lessons for directors, officers, and safety leaders
- Important guidance for improving WHS governance
- This session is essential for legal counsel, compliance officers, WHS professionals, and executives

Michael Selinger
Partner, Holding Redlich

Agenda is subject to change.

4:40 pm Closing remarks from the Chair and end of conference