

Seminar and Training - Speaker Profile

Introducing [Jonathan Mamaril](#), [NB Employment Law](#)



Areas of Expertise

- Employment Law
- Workplace Law
- Risk Management
- Staff Management

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Categories:

- Legal Services – Employment Law

Sub – categories

- Employment and Labour Law
- Employee Termination
- Performance Management and Appraisal
- Dealing with mental illness
- Unions
- Workforce Diversity

“What struck me most about Jonathan’s presentation was his personal interaction with each and every person in the room. He made a huge effort to direct questions, content and examples to each person to give them the opportunity to take information away that was relevant to them.”

Bonnie Jones, Director, Happy Humans

“I had the opportunity to hear Jonathan speak at a Human Resources event. His presentation was insightful and relevant to the audience. What I liked most was that it catered to every level, it was advanced enough to appeal to those who have existing HR and industrial relations experience yet still easy enough to understand for those who are new to the industry.”

**Sandra Foerster, Executive General
Manager, Apollo Motorhome Holidays**

About Jonathan Mamaril



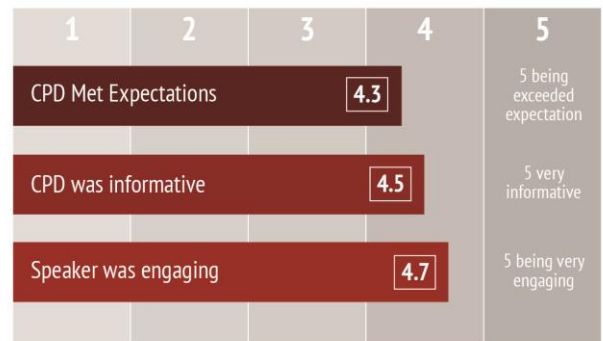
Jonathan Mamaril is a Director with NB Employment Law (formerly NB Lawyers), the lawyers for employers, and an expert in employment law. With a trade union background, Jonathan possesses unique insight into how employee advocates and lawyers work, allowing him to provide strategic and practical advice that keeps employers one-step ahead.

For over a decade, Jonathan has helped thousands of employers understand their legal requirements, mitigate risk and liability, protect their reputation and achieve their goals for business growth and expansion.

Providing practical and timely advice on the latest legislation changes and legal issues facing employers, Jonathan advises decision makers on all areas of employment law including restructures, redundancies, termination of employment and performance management, dealing with mental illness and psychosocial hazards, sexual harassment and workplace bullying and underpayment of wages.

Jonathan is a regular speaker with TEC, LGMAQ, IPWEAQ, Best Practice Network and Industry Associations. As well as being an expert go to source for HR Daily, HRM Online, ABC Radio, Brisbane Times and Sydney Morning Herald.

Speaking feedback from Australian Institute of Architects



THE EXECUTIVE CONNECTION PRESENTATION FEEDBACK



Psychosocial Risks – A New Dawn for Workplaces and Health and Safety



Overview

From April 2023 Employers in Queensland will need to deal with a very new and difficult Workplace Health and Safety Obligation.

The Elimination or minimisation of Psychosocial risks in the workplace. The obligation (a positive duty) shifting to Employers to actively prevent Mental Illness.

This is a difficult topic to traverse and this session will focus on:

- The new laws coming into place
- What this means for Employers?
- What steps are required to be taken?
- What steps can be taken by Employers to mitigate risk and liability.

This session will include a lot of moments of intrigue and potentially bewilderment and the session will not focus on the legislation itself and its rights and wrongs but give Employers an understanding that this is here now and what needs to be done at a practical and risk level to mitigate liability.

Attendees should leave the session with insights about Psychosocial Risks and the types of steps that will need to be taken to mitigate their risk and liability.

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Managing mental illness in the workplace



Overview

Each year, approximately one in every five Australians will experience a mental illness. According to an ABS study, 45% of Australians between the ages of 16-85 will experience a mental health condition in their lifetime. With statistics like these, it is crucial to know how to manage mental health (illness and injury) in the workplace.

As an employer, you have a legal obligation to ensure the health, safety, and privacy of your employees, and protect them from situations and discrimination that can aggravate existing mental health conditions, or cause illness and distress. But what if you need to take action to address misconduct or performance issues?

The difficulty with dealing with mental illness in performance management and misconduct processes gives rise to liability and risk in discrimination, unfair dismissal but in particular, General Protections. The “muddying of the waters” is difficult to traverse – this forum will give insight into:

- How to minimise your liability by using IMEs
- What rights are protected under General protections
- What are the issues to consider of inherent requirements of the position
- Policies and procedures
- Legal perspective tips when having those difficult conversations whilst an employee discloses a mental illness.

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Customised Workshops and Training sessions

In addition to these presentations Jonathan is able to customise other workshops to meet client needs based on the following speaker categories:

- Management Training
- Performance Management
- Workplace Bullying
- Sexual Harassment
- Industrial Relations
- Workplace Health and Safety

To discuss workshops in more detail please contact:

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Director

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What attendees said...

- Excellent. Very relevant and well presented.
- Interactive and relevant.
- Great activity and case studies.
- Information was useful.
- A great highlight.
- Very interactive.
- Really enjoyed the interaction of the case studies.
- Felt like I was in class and in court at the same time.

**Average Rating:
Excellent / Very Good**

Speaker Feedback



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Speakers

