

# Criminal Records and Employment Decision-Making



Monday 18 March 2013, 8.45am to 3.30pm

Monash University Law Chambers, 555 Lonsdale St Melbourne

*"They make amazing employees. They are just given a chance they probably never thought they would get. I just find that they are so grateful for the chance and their work ethic is so good. It's just been wonderful."*

(Former CEO of Toll Group, Paul Little, 7 January, 2012, *Australian Financial Review*).

Employment is vital for ex-offenders to be productive members of society, and ex-offenders can be loyal and valuable employees. However it is increasingly common for employers to collect criminal records information about existing and prospective employees, and exclude ex-offenders due to concerns about risk. These practices close off to employers a large pool of potentially valuable employees and impede ex-offenders' reintegration efforts. Excluding ex-offenders may be legal, and for some jobs it is mandatory, but nonetheless these practices raise important legal, practical and social issues.

This symposium addresses the many factors that frame criminal record checking and offers new ways of thinking about recruitment and risk management in relation to ex-offenders as employees, and practical recommendations for possible reforms. The symposium will include interactive panel presentations from local and interstate experts on:

- Employers and the recruitment experience
- Pathways from justice to jobs
- Opportunities for rehabilitation
- Findings from current ARC: funded research project

## Who should attend?

Astute employers on the lookout for new pools of talent, job placement agencies, policy-makers and academics will find this symposium informative, practical, and inspiring.

## Presenters:

**The Hon. Catherine Branson QC**, formerly President of the Australian Human Rights Commission

**Roger Antochi**, Second Step Program Coordinator – TOLL Group

**Rod Wise**, Deputy Commissioner, Operations, Corrections Victoria

**Barry Rickard**, Program Manager, Group Training Association of Victoria

**Phil Munnings**, Offender Development Manager, Fulham Correctional Centre

**Janice Miller**, Industry Expert

**Prue Burns**, PhD researcher, Monash University

**Vicki-Anne Herman**, Social Enterprise Business Manager, Mission Australia

**Bronwyn Naylor**, Associate Professor, Monash University

**Marilyn Pittard**, Professor, Monash University

**Moira Paterson**, Associate Professor, Monash University

**Georgina Heydon**, Dr RMIT University



**MONASH** University



# Program

8:45am	Registration
9am	<b>Symposium Welcome and Introduction</b> The Hon. Catherine Branson QC, formerly President of the Australian Human Rights Commission
9.20am	<b>PANEL ONE: Pathways from justice to jobs</b>
	Roger Antochi, Second Step Program Coordinator – TOLL Group
10 am	<b>PANEL TWO: Correction and Rehabilitation – What is possible inside the prison system</b>
	<b>Speaker 1: Rod Wise</b> , Deputy Commissioner, Operations, Corrections Victoria <b>Speaker 2: Barry Rickard</b> , Program Manger, Group Training Association of Victoria <b>Speaker 3: Phil Munnings</b> , Offender Development Manager, Fulham Correctional Centre
11am	Morning tea
11.15am	<b>PANEL THREE: Employers and Recruitment</b>
	<b>Speaker 1: Janice Miller</b> , Industry Expert <b>Speaker 2: Prue Burns</b> , PhD researcher. Research title, Businesses that provide re-integrative employment opportunities to former prisoners <b>Speaker 3: Vicki-Anne Herman</b> , Social Enterprise Business Manager, Mission Australia
12.30pm	Lunch
1.15pm	<b>PANEL FOUR: Research Findings – Report and future directions</b>
	<b>Project Report and Recommendations</b> <b>Associate Professor Bronwyn Naylor, Professor Marilyn Pittard, Associate Professor Moira Paterson</b> – Monash University and <b>Dr Georgina Heydon</b> , RMIT
2.30pm	<b>Partner Organisations Response: Implications for industry</b>
3.15pm	<b>Future directions and closing</b>

**Note:** Program speakers may change

## Registration form – use as a tax invoice (ABN 123 776 14012)

### Criminal Records and Employment Decision-Making

Monday 18 March, 2013

Name	<input type="text"/>	Company	<input type="text"/>
Address	<input type="text"/>		
	<input type="text"/>	State	<input type="text"/>
		Postcode	<input type="text"/>
Telephone	<input type="text"/>	Fax	<input type="text"/>
		Email	<input type="text"/>

**Amount:** \$100 (includes refreshments throughout the day). Reduced rate available on application.

#### Method of payment

- For registration via internet click  
<http://ecommerce.law.monash.edu.au/categories.asp?CID=5>
- Cheque  
(payable to Monash University)

Dietary requirements

#### Registrations close Monday 11 March, 2013.

**RSVP** Meli Voursoukis, Monash University, Faculty of Law, building 12, Clayton Campus, VIC 3800

Phone: (03) 9905 4135 or email [meli.voursoukis@monash.edu](mailto:meli.voursoukis@monash.edu)

CPD points may be applicable for this event.

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