

# EMPLOYMENT RISKS IN THE AGE OF AI

*Balancing People, Technology & Legal Responsibility*



**Nadia Moynihan**

Legal adviser with regional experience navigating complex employee relations, workplace investigations, and compliance challenges



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09:00 - 17:00



Paradox Singapore Merchant Court

## **ABOUT THE WORKSHOP**

As AI tools become increasingly embedded in recruitment, performance evaluation, employee monitoring, and grievance handling, organizations face a growing need to balance efficiency with fairness, and technology with legal responsibility.

This 1-day workshop explores how AI intersects with key employment decisions, workplace policies, and compliance risks. Through real-world case discussions and legal insights, participants will learn how to navigate AI-assisted processes thoughtfully, lawfully, and defensibly without losing the human touch that sound decision-making requires.

## **WORKSHOP OBJECTIVES**

- Understand the legal and ethical implications of using AI in recruitment, employee oversight, and grievance handling.
- Recognize where AI tools may create bias, privacy risks, or due process issues.
- Strengthen internal policies and decision-making frameworks to remain aligned with Workplace Fairness and PDPA standards.
- Gain confidence in asking the right questions before adopting or relying on AI in workplace decisions.



## **TRAINER PROFILE: NADIA MOYNIHAN**

Nadia is a seasoned legal practitioner admitted to practice in Singapore, England & Wales, New York, and Ireland. She has extensive experience in employment law, workplace disputes, and regulatory compliance, acting for both employers and employees in cases involving wrongful dismissal, harassment, breach of contract, and grievance handling.

Her legal career spans complex litigation and strategic advisory, with cases reaching the Court of Appeal and touching on issues such as fraud, defamation, and shareholder disputes. Nadia also advises on employment contracts, workplace policies, and risk mitigation strategies for organizations.

In this workshop, she offers a legal and ethical lens on how AI intersects with people management, fairness, and accountability—equipping participants to navigate workplace decisions with confidence and compliance in an AI-driven environment.

## WORKSHOP AGENDA

### 1) The AI Temptation: Why We Trust (and Overtrust) Machines

- Discussion starter: "Would you let AI fire you?"
- The psychology of automation bias
- Human judgment vs machine neutrality

### 2) Hiring Algorithms: The Compliance Minefield

- How AI screening tools shape recruitment decisions
- TAFEP and Workplace Fairness: Are your practices aligned?
- Real-world pitfalls: Unfair filtering, biased criteria, audit exposure

### 3) Monitoring, Metrics & Morale: The Surveillance Dilemma

- Common monitoring practices (e.g. productivity tracking, sentiment analysis)
- PDPA interpretation: When is consent truly valid?
- Group activity: Identifying overreach and red flags in monitoring policies

### 4) AI in Grievance Handling: Due Process or Due Risk?

- Why AI cannot replace fair and transparent investigations
- Case study: What happens when misconduct is flagged by an algorithm?
- Group challenge: Drafting a fair and defensible grievance escalation process

### 5) Saying "Yes" to AI: What Every Manager and Decision-Maker Should Clarify First

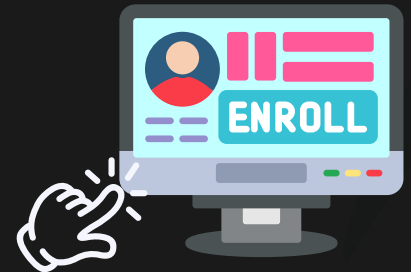
- What AI tools are really doing in recruitment, performance, and employee oversight
- Key questions to ask before relying on AI-generated recommendations or flags
- Who is accountable when AI decisions lead to unfair or problematic outcomes?
- Common blind spots across departments: case scenarios and group discussion

### 6) Strengthening Policies and Decision-Making in the Age of AI

- Identifying gaps in current workplace policies that AI may expose
- Aligning disciplinary, recruitment, and grievance procedures with fairness expectations
- Group discussion: What policy safeguards should be added (or avoided) when integrating AI into workplace decision-making?

### 7) Your Human Edge in an Algorithmic Age

- Key takeaways and strategic reminders
- Action planning: What you can implement immediately
- Q&A and wrap-up



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#### YOUR INVESTMENT

Regular Rate: S\$ 950

Early Bird: S\$ 665

Buddy Rate: S\$ 1,200

Register before 15 October 25

#### Your Registration Includes

Training Materials

3 Refreshment Breaks  
(08:45, 10:30, and 15:30)

1 Buffet lunch

Free-flow coffee and tea

Complimentary parking coupon