

HR LEGAL ISSUES TO BE CAREFUL OF IN THE DIGITAL ERA

- Algorithms cannot become ill, go on strike, take annual leave, have children, they work reliably and constantly (including overnight and in dangerous areas) and do not answer back. So what can possibly go wrong??
- Cultural and organisational challenges - HR at the forefront

Weird, but inevitable: algorithm now serves on a corporate board

When analytics go from streaming to steaming: What it takes to run a business based on the Internet of Things



By Joe McKendrick for Service Oriented | March 17, 2015 -- 10:52 GMT (05:52 AEDT) | Topic: Cloud



WHAT HAPPENS IF TECHNOLOGY GOES WRONG?

- Chatbots going off script - racist or inappropriate comments
- Screening applications - shortlisting software negatively selected against women and ethnic minority candidates
- "Man is to computer programmers as woman is to 'x'....."

So, who bears liability?



THE CHANGING NATURE OF THE WORKFORCE:

- Change in roles and changes in skillsets - impact on recruitment, training and retention priorities
- Change in the workforce itself - rise of the gig economy
 - Contract risks
 - Misclassification risks



DATA ISSUES:

- Managing access, use, storage, transfer and deletion of data:
 - Data privacy legislation – not just a tick box exercise
 - Security risks and liability issues
 - Confidentiality
 - Protecting intellectual property
- Protecting data as an asset



DIGITALISATION AT DLA PIPER AND IN THE LEGAL SECTOR:

- Client pressures for efficiency and cost effectiveness
- Significant amount of document work - significant benefits for legal sector in harnessing software in this area
 - Gone beyond document 'searches' to document 'analysis'
 - Proof-reading
 - Document automation
- Client portals
- Replacing the need for lawyers? Duties of supervision and independent judgment?
- Loss of learning?



QUESTIONS?





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Thursday 18 January 2018