

Employment & Industrial Relations

Capability Statement

HILLHOUSE
legal partners



simply strategic

Employment and Industrial Relations Capability

Our employment and industrial relations team is highly sought after and experienced in representing our clients in this diverse area of law.

We appreciate it can be challenging for employers to keep up to date with the current law and its practical application to their businesses.

We work with you to ensure limited disruption

We understand that often employment law matters need to be resolved swiftly and discreetly to minimise business disruption. This is why our clients feel confident they have the very best advisors at hand with them throughout the employment process.

We deliver positive and real world outcomes

We have comprehensive knowledge of all relevant employment and industrial relations legislation, coupled with the technical application to deliver positive outcomes. We provide real-life solutions through efficient application of the law, mindful of commercial realities. We navigate complex employment law to provide timely, practical, and quickly implementable solutions.

We have experience across all levels

For over 30 years, we have assisted employers and employees at all levels from start-ups, small and privately owned businesses through to ASX and globally listed companies with their employment law needs. Our team closely follows changes in employment law and practice innovations to ensure our clients receive the most relevant advice and strategy.

Expertise

ADVISORY

Workplace disputes and litigation

Employment agreements

Independent contractor agreements

Drafting and reviewing policies and procedures

Termination of employment

Modern award advice and compliance

Post-employment restraints

Unfair dismissal and adverse action claims

Disciplinary action and performance management

Harassment, bullying and discrimination litigation

Risk management

OTHER EXPERIENCE AND SPECIALITIES

Adverse action claims

Discrimination claims

Advice and enforcement of restraint of employees before, during and after employment

Breach of employment contract claims

Our Experience

We take a commercial approach and work strategically to ensure that our clients are protected from the outset and understand their rights and obligations.

We have extensive experience in explaining and clarifying employment legalities, for both employers and employees, and providing strategic advice about resolving any issues and how to mitigate situations quickly.

We are well positioned to support and assert our clients' rights, while maintaining a focus on the commercial realities of all matters and our clients' desired outcomes and budget. Below are two examples of how we have worked with clients:

CASE STUDY 1:

We represented a large employer with over 300 employees covered by at least three awards. By conferring with their executive team, we were able to draft employment agreements and policies that not only achieved the strategic commercial goals of the employer, but also provided the employees with greater take home pay, better conditions and incentives.

CASE STUDY 2:

We represented a small business who unfortunately had a senior employee lodge a claim with Fair Work Australia. Such claims can cause great impost on any business, but small businesses can especially suffer. Using our experience and expertise in employment law and litigation, we were able to resolve the matter to the satisfaction of all parties within three weeks.

"I have used the team at Hillhouse over the past seven or so years in my role as general manager of two large businesses that have employed hundreds of people respectively. The team at Hillhouse are approachable and commercial and have always provided me with prompt, efficient and effective advice on dealing with a wide array of employment issues. Their advice is tailored, practical and clear and we feel we have a strong legal partner that helps us achieve our greater business goals and contributes to its success."

**Shane Dwyer ,
Financial Controller and
Commercial Manager,
Grand Prix Automotive Group**

Key Contact



Robert Lamb
Director

0418 757 458
robert@hillhouse.com.au



Why Hillhouse:

Expert

Team capability with over 30 years' experience in employment and industrial relations law, allowing us to set an effective and efficient pathway to meet your objectives

Engaged

Client-focused partnership approach with direct senior-level lawyer client liaison and frequent open communication about progress

Commercial

We focus on the commercial realities of the matter and clients' desired outcomes

Specialist services

We support clients across the whole spectrum of employment related law

Responsive

Highly responsive to our client's needs, in the ever-changing area of employment and industrial relations law

Transparent

Working to agreed strategy with cost transparency and flexible fee options all within budget

See how we can assist you with the most efficient and effective legal solution. Contact us at 07 3220 1144 or email@hillhouse.com.au for an obligation free consultation and appraisal. As your legal partners, Hillhouse provides a diverse range of legal services delivered in a flexible way.

We understand our clients need legal support to suit their varied routine and locations. We always engage as needed, whether that be a meeting at your location or ours, by phone, email or video conferencing.

To see how we can meet your varying and changing needs, please review our full service offer at www.hillhouse.com.au.

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t 07 3220 1144 f 07 3220 3434 e email@hillhouse.com.au a Level 7, 102 Adelaide St, Brisbane Qld 4000
p GPO Box 1709, Brisbane Qld 4001 w hillhouse.com.au ♦ Hillhouse Legal Partners Pty Ltd ACN 130 888 881

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