



Workplace Relations Management & Safety

Our highly experienced Workplace team understands that employment is all about managing relationships – within and outside of an organisation.

We're widely recognised for our experience and expertise in all workplace issues.

We will work in partnership with you and not as an arms-length advisor, to help you tackle existing challenges as well as identify and avoid potential issues.

FINLAYSONS
LAWYERS

Workplace Relations Management & Safety

“We know that employment laws are constantly evolving. We provide employers with immediate, expert and commercially-focussed advice to help them meet their changing obligations and create productive and positive workplaces.”

Guy Biddle
Partner & Practice Head

Will Snow
Special Counsel



We take a holistic approach to workplace matters. We will work closely with you to understand your business approach, imperatives and culture.

We work collaboratively with employers and employees to help workplaces cope with changing laws and create an environment that attracts and retains an employer's biggest asset – its staff. Our team will help you find practical and strategic solutions to issues as they arise, and troubleshoot situations before problems develop.

We have an intimate understanding of people in the workplace and the need to consider different expectations, positions and motivations. Our advice is clear, concise and explained in a business context. Our calm and reasoned approach to workplace matters reassures clients that we understand their issues and will resolve them collaboratively and where possible, without the need for litigation.

Clients benefit from our full service firm – we're a 'one stop workplace shop' for employers. We provide specialised advice to clients on recruitment, human resources, industrial relations and occupational health and safety. We also advise clients in relation to employment contracts, termination and performance management processes, complaint investigations, workers compensation, regulatory requirements and insurance/public liability claims.

We act for businesses across Australia in a diverse range of industries including automotive, defence, resources, manufacturing, health and the public service. Our team has represented major corporations, both statutory and private, in South Australia and Queensland. We've also acted for utilities providers, mining companies, small to medium-sized businesses and not-for-profit organisations.

Our team is also actively involved in educating industry about workplace law, running seminars for local government and private sector employers on prevention and management of workplace bullying, as well as investigation and termination processes and performance management.

Our expertise includes:

- workers compensation claims management
- advice on occupational health, safety and welfare policies and procedures
- enterprise bargaining
- EA and IFA drafting
- contracts of employment
- modern award interpretation and phasing
- business transmission advice
- advice in relation to redundancy issues and business restructures
- performance management issues
- EEO management
- unfair dismissal claims
- training and development
- underpayment claims
- asbestos litigation

The partner (pictured opposite)

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The supporting team



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We work in partnership with you to develop a long-term and productive working relationship that is built on mutual trust and respect. Clients come to us because of our reputation; they stay because of the experience.

Finlaysons' Practice Areas

Industry Areas

- Agribusiness
- Banking and Finance
- Defence
- Education and Research
- Energy
- Family Business & Private Wealth Management
- Health
- Insurance
- Property and Development
- Resources
- Wine

Specialty Areas

- China
- Corporate
- Environment, Climate Change and Planning
- Intellectual Property
- Planning
- Risk and Dispute Management
- Tax and Revenue
- Wills, Estates and Succession Planning
- Workplace Relations, Management and Safety

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