

PAGE SEAGER

LAWYERS

Employment & Safety



Every workplace depends on strong relationships between employers and employees.

Page Seager's Employment & Safety lawyers are experts in workplace law. We know one size does not fit all: that is why we partner with our clients and work in a way that works for them.

Because we view ourselves as part of your team, the success of our services is measured by the achievement of appropriate commercial and strategic outcomes for our clients.

We provide advice and representation in a full suite of workplace relations matters.

Our Employment & Safety lawyers are not generalists, they specialise only in workplace relations law. This means:

- (1) **Specialised knowledge:** we have a deep understanding of employment law, which is constantly evolving with new legislation and case law. We are up-to-date with the latest legal developments and best practice.
- (2) **Experience in the field:** We have insight to navigate complex situations.
- (3) **Efficiency:** We have expert knowledge in one practice area, this means we are efficient, saving our clients time, stress and money.
- (4) **Better Outcomes:** Our focused experience leads to better outcomes for our clients. We are skilled in the nuances of employment law and leverage this to the advantage of our clients.

Page Seager's Employment & Safety services include:

Employment documentation

- Preparing employment contracts consistent with our clients' business objectives.
- Developing effective policies and reviewing policies that may be enforced contractually.
- Managing recruitment and performance.
- Advising as to restraints of trade to protect valuable confidential information and intellectual property.
- Providing advice and representation regarding termination of employment claims including unfair dismissal, adverse action and redundancy.
- Managing the employment consequences of restructuring and transfers of business.

Claims management and dispute resolution

In delivering specialised claims management we provide:

- immediate initial advice and assistance after analysing

the claim, and any associated documents;

- practical assessments of prospects of success;
- response strategies devised in conjunction with our clients and aligned to their objectives;
- preparation of formal responses to comply with statutory time limits;
- ongoing advice and strategic support in respect to the matter;
- engagement of third-party factual investigators and experts where necessary;
- advice as to exposures to liabilities;
- representation in any claim including liaison with opposing parties' representatives;
- attendance as our client's advocate in any proceedings; and
- follow up training and preparation of employment related documents (eg contracts, policies, procedures and advisory tools).

Work Health & Safety advice and representation

- Providing training and documentation for compliance with the *Work Health and Safety Act 2012*.
- Providing "on the ground" assistance where there is a serious injury or incident at the workplace.
- Undertaking incident investigation (with third party providers as necessary) and advising on procedure and liability.
- Defending work health and safety prosecutions and acting in Coronial inquests.
- Due diligence audits and training for Directors.

Workplace training

- Developing and presenting tailored training programs to assist our clients to minimise legal liability and develop staff in the full range of employment, industrial relations and equal opportunity / anti-discrimination matters.
- Delivering seminars or briefings at executive/board level on matters of specific risk or interest.

Equal opportunity / Anti-discrimination

- Provision of procedures and training to minimise claims and representation to resolve disputes about anti-discrimination, bullying and harassment, and privacy issues.
- Conducting workplace investigations and providing comprehensive reports.

Conduct / capacity investigations

- Undertaking investigations into allegations of employee breaches of code of conduct.
- Advising on employee capacity to perform role in long term illness or absence.
- Advising on disciplinary outcomes following findings of breaches of code of conduct.
- Advising on rights and responsibilities under *Public Interest Disclosures Act*, and investigating allegations in accordance with requirements of Act.

Our team



Joe Mullavey
Principal

M 0416 794 061
E jmullavey@pageseager.com.au



Emily Creak
Principal

M 0400 955 183
E ecreak@pageseager.com.au



Charli Barclay
Senior Associate

T (03) 6235 5125
E cbarclay@pageseager.com.au



Peter Foster
Associate

T (03) 6235 5153
E pfoster@pageseager.com.au



Luke Phillips
Lawyer

T (03) 6235 5184
E lphillips@pageseager.com.au

Industrial disputes

Experienced and skillful representation in:

- Disputes relating to the existing terms of Enterprise Agreements, Awards and contracts.
- Disputes relating to scope of coverage.
- Alleged underpayment and contravention disputes.
- Unfair dismissal and general protections disputes.
- Right of entry disputes.

Why engage Page Seager?

Page Seager's philosophy of providing premium service and strong legal advice in specialist teams is integral to the successful relationships we build with clients.

We offer a personal approach, preferring to work as an extension of our client's team to deliver practical, solution-focused outcomes that meet specific needs.

Page Seager was founded in 1907 and is Tasmania's largest group of specialist lawyers.