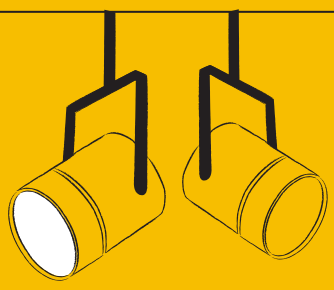
Spotlight



Conflict resolution, workplace investigations and mediation

Our employment law services are led by lawyers who understand the priorities and pressures businesses face. In addition to holding international legal qualifications, our team has extensive operational experience gained both onshore and offshore.

We have a long track record in our local markets and advise on the full range of contentious and non-contentions employment matters from workplace disputes and policy reviews to managing senior exits and providing strategic employment advice in connection with mergers and acquisitions.

Our teams work in a collaborative way with our top-tier ranked dispute resolution group and our financial services law teams, offering a joined-up approach to our clients.

Working with our clients across sectors and jurisdictions, we also advise on incoming workplace legislation and amendments to existing laws, enabling our clients to stay ahead of the curve.

KEY CONSIDERATIONS

Investigations: our independent and expert assistance when conducting investigations – including setting the investigation parameters, interviewing witnesses, and reviewing documents – allows us to accurately identify issues, prepare concise reports and make robust but practical recommendations.

Disciplinary and grievances: we can assist where there is an internal conflict, reputational risk, multiple parties, allegations of a sensitive nature such as alleged discrimination or harassment, or where complicated disciplinaries and grievances run alongside each other.

Regulatory matters: where employees or office holders have specific regulatory obligations, we can advise you on the scope of those obligations and help you understand and navigate the potential impact these may have on the employment relationship.

Workplace mediation: a skilled mediator can empower employees to identify the cause of conflict, discuss and unpack issues and facilitate a solution without recourse to formal procedures.

Whistleblowing: we can provide independence in conducting complex whistleblowing investigations.

Transformative mediation: where positions are entrenched or there is a pattern of learned or expected behaviour, transformative mediation, can be a useful tool in helping others recognise triggers and take a different approach to familiar situations to create a positive outcome.

Conflict resolution: we advise on shareholder disputes, board disputes, partnership issues, team conflicts, manager and direct report conflicts and conflicts arising from long term absence or other workplace issues.

Productivity and engagement: early intervention and conflict resolution limits loss of engagement and maintains productivity within teams.

Financial reward: increased productivity and engagement drives financial performance, with early intervention and action reducing the risk of costly tribunal claims or the cost of recruitment following an exit.

Key contacts



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