



employment law,
industrial relations,
work health
and safety





Our team of dedicated lawyers includes an Accredited Specialist and boasts extensive collective experience in all aspects of employment law. We take a proactive approach, providing support and advice which assist our clients to navigate the often challenging industrial landscape, avoiding costly litigation wherever possible. We work closely with other work groups in our office, so that our clients can be confident they are receiving holistic advice, focussing on all areas of managing a business.

We act for both employers and employees, advising on employment issues, representing clients in litigation and ensuring their rights are safeguarded. Our ongoing commitment to service excellence and client relationships means our clients have access to timely advice in relation to all aspects of managing the employment relationship, from recruitment to termination.

Employment Advice

We provide timely advice on all aspects of managing the employment relationship, from recruitment to termination, including performance management, redundancy, employee entitlements, workplace investigations and management of health and safety incidents.

We draft and advise on all employment-related documentation, including:

- Employment contracts
- Enterprise Agreements
- Consultancy and Contractors' Agreements
- Confidentiality and Intellectual Property Agreements
- Restrictive Covenants
- Deeds of Release

Employment Disputes

Our team assists clients to manage employment, industrial relations and health and safety issues to reduce the potential for conflict and litigation. We advise employers on their obligations and represent clients in all employment-related disputes, including:

- Unfair dismissal and General Protections Claims
- Discrimination claims
- Workplace bullying and sexual harassment complaints
- Workplace incident investigations
- Workers' Compensation claims
- Work Health and safety investigations

Policy Development and Staff Training

Our team members are all experienced trainers and deliver regular workshops for employers on complex issues, including avoiding unfair dismissal claims, compliance with work health and safety obligations and changes to workplace laws.

We are able to draft policies which are tailored to our clients' specific requirements, while at the same time, ensuring our clients comply with their statutory obligations.

Work Health and Safety

We have extensive experience in health and safety issues, including the following:

- Advising clients in relation to their obligations
- Auditing of workplace procedures and reporting on compliance with current legislative requirements
- Workplace incident investigations and incident containment
- Defending prosecutions
- Coronial inquests and proceedings arising out of employee injury or death

At wilson/ryan/grose, we understand the often stressful and confusing nature of employment law and work with clients to achieve the best outcome in a timely and cost effective manner.