



## Workplace relations and safety

Our workplace relations and safety team is a specialist group of highly experienced lawyers who work with major private and government corporations, large to small businesses, local councils, and insurance agencies in providing strategic advice and representation in a range of employment, industrial relations, discrimination and safety matters.

Our team is experienced in a broad range of industries, including construction, mining and resources, transport, labour hire/recruitment, manufacturing, retail, security, education and training, motor vehicle dealerships, disabled and community care and medical services.

### Our key services

Our workplace relations and safety team advises clients on the full spectrum of matters relating to employment, industrial relations, anti-discrimination and workplace health and safety, including:

- drafting and reviewing contracts and policies
- advising on all aspects of employment contracts including restraint of trade, remuneration, confidentiality and award compliance
- assisting in enterprise agreement negotiations for new and existing enterprise agreements
- providing strategic business restructuring advice (including redundancy)
- providing strategic industrial relations advice on a range of workplace matters, including unions, good faith bargaining and right of entry
- representing a diverse range of clients on contentious employment and industrial relations matters in courts, commissions and tribunals, including occupational health and safety prosecutions, unfair dismissal and claims related to discrimination and sexual harassment, adverse action, bullying and underpayment of wages
- undertaking workplace accident/incident investigations
- providing advice about compliance with safety laws and implementation strategies
- undertaking a variety of workplace investigations concerning harassment, bullying and other employee misconduct
- assisting employers in managing ill and injured employees.

## Our training services

Our workplace relations and safety team also regularly provides targeted training services for clients on a range of topics such as:

- improving and supporting mental health in the workplace
- conducting workplace investigations
- occupational health and safety compliance
- employment essentials
- complying with bullying, sexual harassment and discrimination laws from an employer's perspective
- drafting and enforcing compliant HR policies
- performance management – tips and traps.

### Key team contacts



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## About Cooper Grace Ward

With more than 20 partners and 200 team members, Cooper Grace Ward is a leading Australian law firm based in Brisbane, servicing clients with a local, national and international presence. As a full service firm, we are known for providing commercial and practical advice, outstanding service and excellence in all practice areas.

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