

AJ&CO

Robert King

Practice Leader
Employment, Workplace Relations & Safety

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I know firsthand how disruptive and costly workplace conflict can be for a business, whether it occurs between managers or between managers and their team members.

Our conflict facilitation process focuses on resolving these disputes, helping managers and teams work effectively together again while preserving valuable working relationships for the future.

Robert is a Practice leader in the Employment, Workplace Relations & Safety team. He has more than 30 years' experience assisting employers to manage the full range of employment and safety matters and disputes.

Introduction

Robert's experience with and in workplace disputes and conflicts has informed him that formal grievance and dispute processes – while sometimes necessary – are costly for businesses and become disruptive in the workplace beyond the sphere of those directly involved.

Conflicts lead to irreparable breakdown in workplace capacity and a breakdown in productivity and culture. Using the CINERGY conflict management steps, the AJ&Co employment team offer a conflict resolution practice for employers and their businesses. We focus on getting crucial staff working again and being productive again.

Yet, at the same time, there are times when having people work together again just isn't possible. The conflict process used by our team means that employers can rely on the process to minimise risks of and in dismissal claims, when for safety and psychosocial health reasons, ongoing employment becomes impossible.

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Expertise

Employment Law

- Advice on Fair Work Act 2009 obligations, (including Award and Enterprise Agreement compliance)
- Managing ill and injured employees
- Employment and contractor agreements, including remuneration, restraint of trade and confidential information matters
- Engagement and termination of employees and contractors
- Unfair dismissal and general protection matters
- Advice on anti-discrimination laws, bullying, harassment and sexual harassment

Work Safety

- Advice and training on safety and employment compliance
- Undertaken complex workplace conduct and investigation matters including mediation and conflict resolution processes
- Performance management and disciplinary procedures
- Respect@Work compliance and positive duty obligations

Experience

- Advising and representing clients in employment and industrial relations matters across a broad range of industries, with particular expertise in the education, health, aged care, disability and social services sectors and religious institutions
- Advising and representing clients in the Fair Work Commission, Queensland Industrial Relations Commission and the Federal Court on employment and industrial dispute matters
- Advising and representing clients in the Australian Human Rights Commission and Queensland Human Rights Commission on discrimination and harassment matters
- Advising clients on work health and safety compliance and managing workplace injury incidents and managing interactions with WorkSafe Queensland
- Designing and delivering workplace training programs on employment and work health and safety compliance
- Advising and representing clients in industrial relations matters and disputation, including recently representing a client in a supported bargaining application before the Fair Work Commission.

Qualifications

- Bachelor of Laws, University of Queensland
- Bachelor of Commerce, University of
- Queensland Diploma in Applied Science QUT
- AMDRAS Accredited Mediator
- CINERGY Conflict Management trained

Memberships

- Queensland Law Society
- Resolution Institute (the largest dispute resolution membership organisation across Australia and Aotearoa New Zealand).

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