



**AJ&CO**

**Robert King**

Practice Leader  
Employment, Workplace  
Relations & Safety



I know firsthand how disruptive and costly employment disputes or errors can be for a business. This experience shapes how I focus on giving strategic and practical guidance needed to address issues early and move forward while managing risks of uncertainty

Robert has over 30 years' experience assisting employers to manage the full range of employment, industrial, and work health and safety matters.

## Introduction

Robert has worked across the spectrum of employment and safety matters, from drafting employment agreements, conducting complex workplace investigations, facilitating workplace conflict resolutions, advising on safety compliance and defending WHS prosecutions. His clients range from small businesses to major employers across industries.

Robert aims to help employers navigate the ever-growing complexities of employment and safety law – bringing clarity to difficult situations and minimising liability risks.

Robert is recognised as an excellent workplace trainer – helping to inform managers about their obligations and giving them the confidence to manage matters in a way that minimises legal liability.

Robert is also an accredited mediator and workplace conflict facilitator. Robert recognises that managing workplace conflicts in a safe and considered way can eliminate damaging and costly workplace investigations and disputes; allowing businesses to focus on their core business rather than managing disputes.

# 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 Health & 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 of Applied Science, Queensland University of Technology
- AMDRAS Accredited Mediator

## Memberships

- Queensland Law Society
- Accredited Mediator – Resolution Institute Australia
- Lay Canon of St John's Anglican Cathedral Brisbane

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