



AJ&CO

Samantha Butler

Practice Leader
Employment, Workplace
Relations & Safety



I know firsthand how disruptive employment matters can be for a business. That experience shapes how I work, focused on giving clients the strategic, practical guidance they need to manage issues early and move forward with certainty.



Samantha Butler has more than 20 years' experience advising employers on the full spectrum of employment and industrial relations matters.

Introduction

Throughout her career Samantha has advised employers on some of the most challenging workplace matters they will face, from complex investigations and enterprise bargaining to litigation and large-scale employment and pay compliance matters. Her clients range from small businesses to major employers across both the private and public sectors.

Samantha is a natural problem-solver who brings calm and clarity to difficult situations. She is known for being easy to work with, direct in her advice and deeply committed to her clients' success.

Driven by a genuine belief that good employment law advice protects both businesses and the people within them, Samantha approaches every matter with care, precision and a focus on what actually works in practice.

Expertise

Employment Law

- Advice on Fair Work Act 2009, Modern Award and Enterprise Agreement Compliance.
- Industrial and wage compliance, including audit and governance programs.
- Employment and contractor agreements, including remuneration, restraint of trade and confidential information matters.
- Engagement and termination of employees and contractors.
- Industrial relations and enterprise bargaining.
- Unfair dismissal and general protections matters.
- Advice on anti-discrimination laws, bullying and harassment.

Workplace Compliance & Investigations

- Advice and training on workplace and industrial compliance.
- Complex workplace conduct and investigation matters.
- Payroll remediation programs.
- 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.
- Advising clients on wage compliance and remediation programs, including leading projects remediating complex systemic underpayments.
- Advising and representing clients in the Fair Work Commission, Queensland Industrial Relations Commission and the Federal Court on employment and industrial relations matters.
- Advising and representing clients in the Australian Human Rights Commission and Queensland Human Rights Commission on discrimination and harassment matters.
- Advising clients on industrial and workplace strategy, organisational change/restructure.
- Designing and delivering workplace training programs on employment and workplace 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 (Hons), Griffith University
- Bachelor of Arts, Griffith University

Memberships

- Queensland Law Society
- Australian Human Resources Institute

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