



## Joe Mullavey

Principal

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### Areas of expertise

Employment & workplace relations | Work health & safety

### Overview

Joe works to achieve practical and solution-focused outcomes to help our clients manage legal and commercial risks with their employees.

Joe's approach is to align with his client's business objectives by partnering with executive and HR management to establish strong employment and employee management practices.

With significant litigation and dispute resolution experience, Joe assists his clients to achieve practical and efficient outcomes when disputes arise, and can assist to advise and defend prosecutions under the *Work Health and Safety Act*.

### Experience

Joe regularly advises on claims made against employers, including claims for unfair dismissal and general protections (Adverse Action) under the *Fair Work Act*, and assists clients when common law claims such as breach of confidentiality and employee restraint issues, rights of entry and discrimination claims arise. Joe guides clients through disciplinary / misconduct processes to reduce liability exposure, including undertaking or facilitating workplace investigations and advising on appropriate outcomes. Joe assists with redundancy and restructuring advice and employer obligations on the transfer of businesses.

Joe's practice also includes preparing up to date and 'best practice' executive employment contracts, advising on policies and procedures as well as legal HR advice focused on managing employee behaviour before it becomes an issue, and building the employer's case where disputes are likely.

Joe acts in work health and safety and assists employers following serious workplace accidents, including facilitating investigation reports, liaising with the regulator and attending interviews conducted by WorkSafe Tasmania and defending criminal charges in Court. He regularly provides training to managers and boards on duties and compliance with obligations under the harmonised Work Health and Safety legislation.