



Employment law

Business contracts + advice
Corporate insolvency
Corporate, mergers + acquisitions
Family law
Intellectual property + trade
Litigation/dispute resolution
Property + construction law
Tax + superannuation
Transport + commodities
Wills + estate planning

Employment law team

The strength of our team comes from its diversity of experience and backgrounds which allows us to provide expert advice, aware at all times of the commercial realities that businesses face.



Our team specialises in all areas of employment law and industrial relations, including discrimination, WorkCover and OH&S.

We have advised and acted for many small and large privately owned companies, subsidiaries of overseas owned companies and organisations in a wide range of industries in relation to:

- Restructuring and redundancies
- Enterprise bargaining negotiations with unions
- Industrial action
- Employee share plans, bonuses and incentive arrangements
- Preparation of enterprise agreements and AWAs
- Award and enterprise agreement enforcement
- Unfair dismissal claims
- Discrimination and sexual harassment cases
- Senior executive departures
- Preparing contracts of employment and policies and procedures
- OH&S prosecutions and advice
- Obudsman investigations
- Terminations for poor performance and misconduct
- Training of managers and staff on all issues
- WorkCover claims
- WorkCover premium disputes
- WorkCover self-insurance applications, strategic planning, advice and preparation
- Common Rule Award compliance
- Court proceedings in the Magistrates, County, Supreme and Federal courts with regard to employment issues

Our team includes four Accredited Workplace Relations Specialists - James Sturgess, Sam Eichenbaum, Rob Jackson and Deivina Peethamparam.

Our team is the largest of its kind in Victoria.

Employment law team



James Sturgess
Principal
Accredited Business Law and
Workplace Relations Specialist
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Email: james.sturgess@mk.com.au

James is the Principal responsible for the Business Law department and is a "dual specialist" as he is also an Accredited Business Law Specialist. His background in business equips him very well for providing straight forward, easily understandable commercial advice on all aspects of employment. He has been responsible as the staff Principal for many years so has great empathy for fellow employers.



Rob Jackson
Principal
Accredited Workplace Relations Specialist
Registered Migration Agent 0533348
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Rob advises companies on all aspects of employment and workplace relations with experience in assisting companies with union negotiations and disputes, occupational health and safety, equal opportunity and discrimination, dismissals and redundancies.

Rob is a Registered Migration Agent focusing on employment and business visas and advises regularly on the interaction of complex employment and migration issues. He is also a member of the Australian Human Resources Institute, and the Law Institute of Victoria.



Philip Duffy
Principal
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With a wealth of litigation experience in personal injury and commercial matters, Philip is able to advise on all aspects of WorkCover and the Accident Compensation Act including acting for clients under the Victorian OH&S Act.

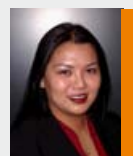
Philip also provides strategic advice and representation to companies seeking to become WorkCover self-insurers including applications, strategic planning and preparation.



Sam Eichenbaum
Principal
Accredited Workplace Relations Specialist
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Sam entered legal practice after 11 years as an industrial relations practitioner on the Union side. This included extensive experience in advocacy in the Australian Industrial Relations Commission and in all aspects of enterprise bargaining and related negotiations and procedures on behalf of employee organisations.

Since entering legal practice Sam has appeared in matters in State and Federal Courts and Tribunals including discrimination, Award breach and superannuation proceedings. His skills in IR matters are absolutely first class and he has led the IR team through a substantial growth phase over recent years.



Deivina Peethamparam
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Full profiles can be found on our website www.mk.com.au.

Our team also includes Frank Sanders, WorkCover consultant, and our PAs Cindy Kendall-Dryden, Michelle Lowrie, Michelle Shaw and Ema Cerisara.