



## Capability update – February 2019

### *Managing employment contracts, including when they end*

Navigating the legal landscape around the management of grievances in the workplace and terminating an employment relationship can be a stressful, risky, time-consuming exercise. If not managed appropriately, an increased risk of claims for unfair dismissal, unlawful termination or discrimination can arise.

We are well placed to provide advice to our clients and guidance on best-practice to adopt in the workplace, mitigate the risk of claims and manage them when they arise.

Examples of areas where we can assist include:

- Establishing guidelines and policies for management to adopt when discussing performance issues and grievances with employees.
- Managing scenarios giving rise to an immediate termination.
- Establishing processes and procedures to properly manage multiple breaches of employment contract terms and workplace standards.
- Advising clients with managing redundancy and restructuring.
- Advising on the investigation of bullying and harassment in the workplace and associated claims.
- Managing disputed termination, including claims of unfair or unlawful dismissal.
- Representing clients to defend actual or potential claims.

If you need assistance in any of these areas, please contact us.



**Natalie Romano**  
*Senior Associate*

natalie@zafralegal.com.au



**Joshua Leslie**  
*Solicitor*

joshua@zafralegal.com.au

### **Flexible Fee Structures**

At Zafra Legal, we are able to offer a range of flexible fee structures to best suit your needs, including fixed fee pricing, flexible monthly retainers, hourly rates or value billing.