

NRALEGAL

CAPABILITY STATEMENT

JUNE 2020



ABOUT **NRA** LEGAL

NRA Legal is an incorporated legal practice specialising in the delivery of employment and work health and safety law services to employers. Our team have extensive workplace relations expertise practised across a broad range of industries. Our clients come from the retail, hospitality, mining, construction and broader services industries.

We are the legal provider of choice for industry associations including the National Retail Association and Retail Drinks Australia, and deliver services to some of Australia's largest and most recognisable brands.

SMARTER WORKPLACE LAW

With an in-depth understanding of the importance of industrial relations and risk management, NRA Legal partners with clients to help develop and implement best practice workplace relations strategies to work towards managing and reducing the risk in the industrial sphere.

NRA Legal adopts a pragmatic and strategic approach to our representation to achieve commercially sound outcomes for our clients.

Some of our recent successes in 2020 include:

- advising two international businesses with respect to their compliance with the requirements of the Fair Work Act 2009 (Cth) in relation to their Australian operations, including:
 - o advising on the calculation of remediation pay (back pay) to employees;
 - o developing new policies to aid ongoing compliance and providing training on those revised policies to the relevant officers and employees; and
 - o representing those businesses in discussions with the relevant regulators.
- assisting multiple national businesses in reviewing and revising their full suite of human resources and work health and safety policies and procedures.
- guiding three national businesses with large workforces through the enterprise bargaining and approval process, including representing one of those brands in the approval process before the Fair Work Commission and the subsequent appeal of that approval by the relevant union.

NRA LEGAL OUR ADVANTAGE



UNRIVALED
INDUSTRY
INSIGHT



INDUSTRY LEADER
ON WAGE
COMPLIANCE
STRATEGY AND
RECTIFICATION



DIVERSE
WORKPLACE
RELATIONS
EXPERTISE



COMPETITIVE
PRICING

"NRA Legal are pragmatic, commercially focused, understanding and accommodating to the retail environment - not to mention excellent technicians and very personable."

- AUSTRALIAN APPAREL
RETAILER, AUGUST 2019

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LINDSAY CARROLL

PRINCIPAL

As the Legal Practice Director at the National Retail Association, Lindsay leads the team of workplace relations advisors and lawyers. Lindsay is a leading workplace relations specialist and regularly provides advice on the full spectrum of workplace relations and work health and safety in Australia.

Compliance with workplace laws can be challenging but with an unwavering focus on delivering practical support to NRA's members and clients, Lindsay's team

PEOPLE AND CULTURE DEVOTEE

consistently achieves solid outcomes for the retail industry.

Lindsay has refined her negotiation and advocacy skills in the context of high profile litigation, large enterprise bargaining campaigns and in her work advocating on industrial relations policy on behalf of peak bodies.



Lindsay is also an experienced work health and safety lawyer with experience in Royal Commissions, work health and safety management system review, incident response and management, and in defending criminal prosecutions arising from safety incidents.

Lindsay started her legal career with global law firm, Norton Rose Fulbright, and prior to joining the NRA Legal team was a trusted advisor to the mining, oil and gas, and construction sectors in an employer association to the resources industry.

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ALEXANDER MILLMAN

ASSOCIATE

Alexander is an accomplished advocate and advisor to the retail and fast food industries and works closely with clients in the education and hospitality sectors.

Alexander has gained a thorough understanding of State and Federal industrial relations and anti-discrimination law during his time practising.

ASPIRING HIGH COURT JUDGE

Alexander is an exceptional advocate for employers and regularly appears in the Fair Work Commission in unfair dismissal, adverse action and industrial dispute matters, and in the Federal Court on wage underpayment claims.

Alexander consistently represents the retail and fast food industries



before the Full Bench of the Fair Work Commission in the modern award reviews and Annual Wage Reviews, and also instructed counsel in the Penalty Rates case.

In addition, Alexander regularly advises clients on complex compliance and disciplinary matters and has assisted with large-scale workforce planning projects for clients in Australia and New Zealand.

CALUM WOODS

LAWYER

Admitted to practise in 2016, Calum first worked as the Associate to Commissioner Spencer at the Fair Work Commission prior to joining the National Retail Association.

Calum is experienced in matters involving unfair dismissals, general protections, workplace bullying, disputes arising under enterprise agreements, award modernisation, and industrial action.

FAIR WORK COMMISSION FANATIC

He has a keen interest in advocacy before the Commission, and has appeared in numerous conciliations and conferences before Members of the Commission.

Calum frequently advises large Australian businesses on managing performance



and misconduct, and carries out independent workplace investigations on their behalf.

Calum has worked on a number of significant cases in the public interest, and brings expertise in the conduct and procedure of matters before the Commission.

As an active Committee Member of the Industrial Relations Society of Queensland, he supports the Society's objectives to advance the interests of industrial relations practitioners in Queensland.

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THOMAS PARER

LAWYER

Thomas graduated from the University of Queensland with a Bachelor of Laws and Arts (majoring in International Relations and French) in 2016.

Subsequently, he has worked as an advocate and adviser for trade unions, representing workers in a plethora of industries across both the state and federal jurisdictions.

PROCESS AND PROCEDURE GURU

He is experienced with disciplinary matters, disputes arising under enterprise agreements, and settling wage claims.

Thomas was admitted to practise in April 2019, and shortly thereafter joined the NRA Legal team in May 2019.



Thomas has recently led an industry-wide project focused on developing education resources and guides relating to the impact of domestic and family violence in the workplace.

He is passionate about helping workers and employers to achieve and maintain harmonious relationships, and a client-focused approach to resolving disputes.

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ANDREW PIPER

GRADUATE

Andrew joined the NRA Legal team in December 2019. He graduated from the Australian National University with a Bachelor of Laws and Asia-Pacific Studies in 2016 and was recently admitted to the legal profession.

He then joined the Australian Parliamentary Service working as a Researcher to support members of parliament and parliamentary committees. In this role Andrew conducted research and drafted law reform proposals.

EAGLE-EYED COMPLIANCE WIZARD

Following this, he worked as an Industrial Relations Advisor to a major ASX 100 listed company.



Andrew gained significant experience in understanding franchising and auditing wage compliance of franchisees.

Andrew's experience in the private and public spheres positions him well to be an advocate for employers. He is experienced with advising employers on disciplinary matters and compliance with award provisions.

GET IN TOUCH

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