



EI Legal



Making Sense Of Employment Law

You didn't go into business because you wanted to keep up with employment law reform... so why not leave it up to the people who did?

Laws governing the employment relationship have changed dramatically in recent years, both in number and in complexity. Employers need quick access to experts who can guide them through the complex issues raised by the proliferation of new laws and their frequent revisions.

EI Legal specialises in employment law with a focus on enterprise agreements, legal advice and representation. For the past 10 years, EI Legal has assisted employers across a wide range of industries and continues to help employers resolve countless issues in their workplaces and develop workable solutions for even the most complicated workplace problems.

Clarity

We help you understand and comply with relevant laws and regulations, to keep you out of trouble, not just get you out of trouble.

Direction

We guide you so that you are able to deal effectively with workplace issues, in a practical way that minimises the risk for your business.

Representation

We can represent you before courts or tribunals when required.

“ I would like to thank EI Legal for all your support and assistance with our matter as it wouldn't have been possible to reach our outcome without you. ”

Sue Baphis, Regional HR Manager,
Mirvac Hotels & Resorts

Visit www.theeigroup.com.au/ei-legal or call **02 8030 8888** today





Engaging Employees

EI Legal can assist employers in drafting new agreements or revising existing agreements and employment contracts

- Employment Contracts
- Developing & Updating Policies & Procedures
- Advice on Independent Contractors
- Award Designation & Pay Rates

Enterprise Agreement Making

EI Legal is dedicated to providing businesses with tailored workplace agreements, so you are best positioned to navigate any changes in the law

- Drafting & Lodging Enterprise Agreements
- Good Faith Bargaining
- Representation before Fair Work Australia

Compliance

EI Legal helps you manage employer obligations and risks by keeping up to date on regulations and other liability issues

- Underpayment Claims
- Fair Work Act Compliance including NES, Record Keeping and Workplace Investigations

Representation

Our workplace lawyers will also represent you before courts or tribunals when matters escalate

- Unfair Dismissals
- Adverse Action Claims
- Discrimination
- Breach of Contract

Training

EI Legal provides tailored training programs on all aspects of employment law & policies including

- Performance Management
- Discrimination
- Conducting Workplace Investigations

Our Strengths

We provide first class legal services, affordably, by recommending pragmatic solutions without the legal jargon. Our highly qualified legal team can give you proactive, up to date advice on the full range of employment law issues. EI Legal also offers a range of pricing structures to suit your business needs.

EI Legal's Flexible Engagement Models

- Subscription
- Retainer
- Fixed Rates
- Hourly Rates

To learn more about how EI Legal can support your organisation:

Contact us directly and speak with an EI Legal representative on 02 8030 8888 or visit us online for more information on EI Legal's services and capabilities.

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EI Legal

Our Services

Workable Solutions For Workplace Issues

Serving Clients through Advice, Representation & Negotiation

The most productive relationships are born of mutual understanding. That is why we are as committed to getting to know our clients' businesses as we are to helping them understand the intricacies of labour and employment law.

Enterprise Agreement Making

With the introduction of the Modern Award system, many employers are looking for flexibilities to suit their individual business needs. This is why EI Legal is dedicated to providing businesses with tailored Enterprise Agreements and can assist you with drafting and lodging Enterprise Agreements, advising on good faith bargaining and representing you at Fair Work Australia.

Termination of Employment & Adverse Action

The Fair Work Act 2009 brought about significant changes to the unfair dismissal laws and introduced the new concept of adverse action. EI Legal can advise you on how best to avoid these claims or how to best resolve them when they do arise.

Equal Employment Opportunity & Anti-Discrimination

EI Legal can provide you with training, policies and investigation services in all areas of discrimination in the workplace and workplace bullying.

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“ The new agreement has enabled us to implement a flexible seven day roster across all our departments. The support and advice from EI Legal was exceptional. ”

Simon Black, General Manager,
Bellevue Hotel





Workplace Compliance

As your workplace compliance partner, EI Legal draws upon years of experience to help keep your business compliant. Our flexible compliance solutions give you the tools and advice you need, when you need it. Our subscription packages give you access to over 380 HR tools and documents along with telephone advice to help resolve your unique workplace issues.

Ascertaining Correct Wage Rates

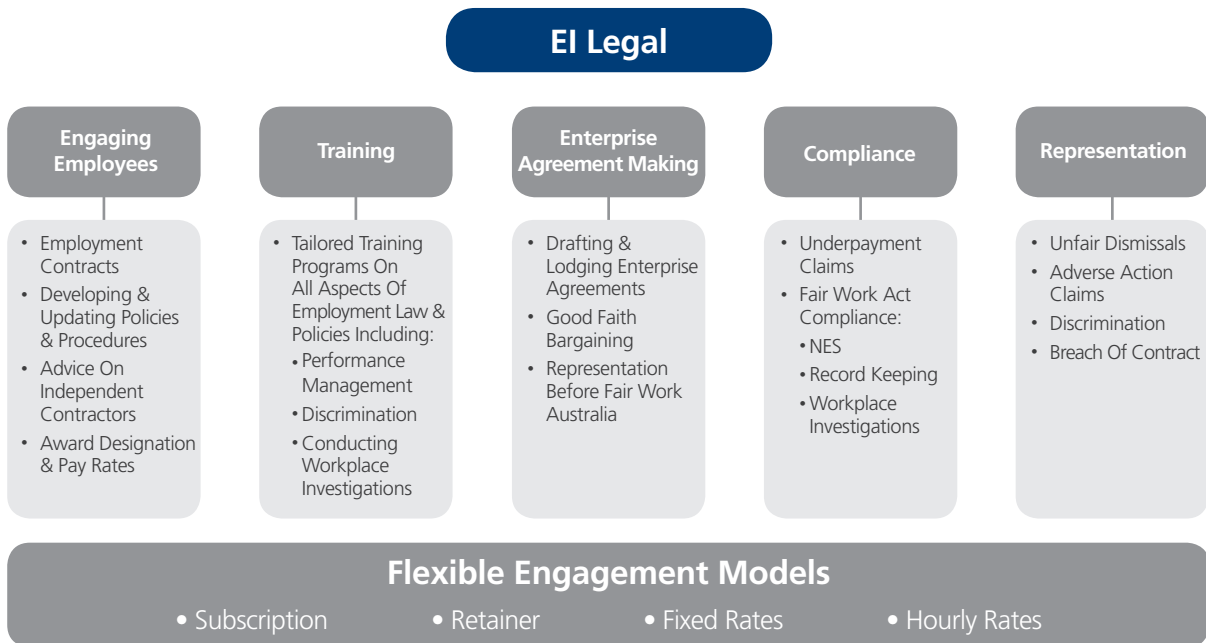
The transitioning of Modern Awards rates from 2010 – 2014 is a complex process. We can assist you to ensure you are compliant. We can also advise you if you need to respond to complaints from the Fair Work Ombudsman.

Legal Advice & Representation

Our workplace lawyers can assist you on matters including employment contracts, Enterprise Agreements, conditions of employment, terminations and redundancies. EI Legal can also represent you before courts or tribunals when matters escalate.

Industrial Relations

With the introduction of the Fair Work Act 2009, many businesses are faced with new and complex requirements. EI Legal can advise you on protected industrial action, union rights of entry, interpretation of awards and workplace agreements and can represent you before Fair Work Australia in industrial matters.



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El Legal

Our Team



Ben Thompson
CEO

Ben Thompson was admitted as a solicitor and barrister to the Supreme Court of New South Wales in August 1998. Between 1996 and 2001, Ben worked as in-house counsel for public finance, insurance and technology companies in Australia and the United Kingdom. In 2001, Ben established El Legal to provide small and medium sized businesses with the type of legal services that big businesses take for granted. Ben has had success defending clients in State and Federal jurisdictions.



Patricia Ryan
Practice Manager

Patricia Ryan is a solicitor with over thirty years post admission experience gained in both private practice and in-house roles, both as a lawyer as well as in HR/IR positions. She also holds qualifications in human resource management and industrial relations and aims to provide clients with practical solutions to the issues that arise in the workplace. Patricia leads the team of workplace lawyers and consultants at El Legal, who provide advice and support to our clients and subscribers. Patricia is also responsible for the content of the OneStopHR subscription website.



Hannah Mills
Solicitor

Hannah Mills is a solicitor and workplace relations consultant who prior to joining El Legal, worked in the employment law/corporate practice group at a large international law firm. Hannah's practice includes enterprise agreement making and good faith bargaining, drafting and negotiating employment contracts, policies and post-employment restraints and advising on termination and redundancy issues (as well as acting in unfair dismissals and general protections claims). She also advises clients regarding the strategies and implications of the transfer of business provisions under the Fair Work Act. Hannah is passionate about providing SMEs with access to high quality legal services and has been praised by her clients for her pragmatic approach.



Sophie Tallis
Workplace Relations
Consultant

Sophie Tallis qualified as a lawyer in the UK and has since specialised in employment law, working both in private practice as well as in-house. In addition to her Law LLB Degree, Sophie holds a Masters with Distinction in International Legal Practice. Sophie has experience advising a wide variety of organisations including employers in the retail, hospitality and manufacturing industries as well as other corporate clients. Her expertise ranges from advising clients on award coverage and obligations, drafting contracts of employment and policies as well as enterprise agreements, to representing and advising employers in unfair dismissal, discrimination and general protection claims. Providing organisations with straightforward and practical solutions to their workplace relations and employment law matters is one of her key competencies.



“With El Legal, workplace relations issues are solved immediately and with confidence. Never been on hold, never waited for more than a day for a complex document. El Legal has helped to simplify workplace law for our business.”

Dave Stevens, Operations Manager,
Adelaide Independent Glass,
Window Werx & York Glass



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Amanda Daff
Solicitor/Business
Development & Client
Strategy Manager

Amanda Daff graduated with a Bachelor of Science / Bachelor of Laws (Hon 2) from Macquarie University, and was admitted as a solicitor/ barrister of the Supreme Court of NSW in 2005. During her study, Amanda was selected for a scholarship abroad program and completed a successful year of legal studies in the United Kingdom. Since joining EI Legal, Amanda has focused on enabling employers and employees to enhance their relationships in the workplace, and make real impacts to both business and employee success. Amanda has experience across all areas of employment law from industrial relations and negotiations, representation, terminations, employee disputes and communication and general advisory. Amanda is primarily involved in providing clients of all sizes with strategic direction in a highly complex workplace environment. Amanda is exceedingly passionate in driving overall business success through clever people management and most of all, attaining successful outcomes to complex workplace problems for all EI Legal clients.



Herjit Saini
Workplace Relations
Assistant

Herjit Saini graduated with a Bachelor of Commerce degree and is currently in her penultimate year of Law at Macquarie University. Herjit has extensive experience in the restaurant industry. She joined the EI Legal team in 2009 as a workplace relations assistant/paralegal. Herjit plays a key role in assisting the EI Legal team in preparing documents, identifying appropriate laws, decisions, articles and other materials relevant to workplace relations and employment law. Herjit is also responsible for the administration of OneStopHR.



Rebecca Gilbert
Workplace Relations
Assistant

Rebecca Gilbert graduated with a Bachelor of Arts and is currently in her penultimate year of Law at Macquarie University. She has ample experience in the hospitality industry. Rebecca joined the EI Legal team in 2010 as a workplace relations assistant/paralegal. She assists the EI Legal team complete a variety of legal tasks for example in preparing documents, identifying appropriate laws, decisions, articles and other materials relevant to workplace relations and employment law. Rebecca is also responsible for the administration of OneStopHR.

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 - Discrimination
 - Conducting Workplace Investigations

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