

Andrew Wheeldon

Special Counsel

Brisbane
+61.7.3233.1208

Andrew.Wheeldon@klgates.com

OVERVIEW

Andrew Wheeldon is a special counsel in the firm's Labor, Employment, and Workplace Safety practice. He is an experienced employment, industrial relations and workplace safety lawyer with extensive experience assisting clients with complex and varied employment, industrial relations and safety issues across the full spectrum of the employment relationship. He prides himself in providing pragmatic and commercially sensible advice and representation, including in respect of complex employee management issues, enterprise bargaining, contractual arrangements and post-employment obligations, workplace policies and procedures, disciplinary matters, discrimination and termination of employment.

Andrew has also acted in significant employment litigation, representing clients in the Fair Work Commission and state and federal Courts regarding unfair dismissal, discrimination and general protections claims, enterprise bargaining disputes and enforcement of post-employment obligations.

Andrew advises clients in a wide range of industries, including medical, agribusiness, construction, energy and resources, government departments and government-owned corporations.

PROFESSIONAL BACKGROUND

Prior to joining K&L Gates, Andrew worked with employment, industrial relations and workplace safety clients at national and international law firms in Australia and the United Kingdom. Most recently, Andrew worked in the Employment team at a large London-based firm.

ACHIEVEMENTS

- Listed in the *Best Lawyers: Ones to Watch in Australia*™ for Labour and Employment Law, 2023-2026
- Listed by *Doyle's Guide* as a Rising Star for Employment & WHS Law – Queensland, 2023

EDUCATION

- LL.B., Bond University, 2011
- Postgraduate Diploma in Law, Bond University, 2012

ADMISSIONS

- High Court of Australia
- Supreme Court of Queensland

NEWS & EVENTS

- 3 February - 19 February 2026, 2026 CPD Program–Australia
- 11 February - 20 February 2025, 2025 CPD Program–Australia

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety

REPRESENTATIVE EXPERIENCE

- Defending applications in state and federal industrial commissions and tribunals on behalf of employers, including unfair dismissal, discrimination and victimisation, workplace bullying claims, enterprise agreement disputes and general protections contraventions.
- Reviewing, advising on, drafting and negotiating enterprise agreements on behalf of large national employers, particularly in respect of heavily unionised industries.
- Defending state and federal Court proceedings, including in relation to alleged general protections contraventions, underpayment of wages prosecutions brought on behalf of government regulators, breach of contract and breach of restraint of trade, intellectual property, confidential information and other postemployment obligations.
- Advising clients in respect of enterprise bargaining issues, including in respect of bargaining orders, industrial action, union coverage and agreement approvals.
- Providing employment-related advice to purchaser and vendor clients as part of large asset and share sale transactions.
- Acting for Commonwealth government regulators regarding the prosecution of employee associations and unions for breaches of the Fair Work Act 2009 (Cth).
- Advising employers and employees in relation to terminations, discrimination matters and workplace bullying.

- Drafting employment contracts for modern award, award-free, high income and executive employees.
- Advising large and tier 1 construction companies in relation the Building Code 2013 and the Code for Tendering and Performance of Building Work 2016.
- Advising clients on work health and safety related matters, including on large resources, mining and constructions projects.
- Advising clients on organisational restructures, including in respect of large departments within national and international organisations.