

Meg Aitken

Special Counsel

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OVERVIEW

Meg advises clients in the public and private sectors across a broad range of industries, including health, education, building and construction, insurance, transport and logistics, sports, and government. She assists clients to navigate the many stages of the employment relationship, and has experience providing strategic advice in relation to contractual issues, entitlement disputes, restraint of trade, redundancy, restructuring and workplace planning, enterprise and other collective bargaining agreements, award coverage, employee performance and misconduct, and managing ill and injured employees.

Meg also has experience assisting clients in complex litigation, including defending occupational health and safety prosecutions and acting for employers in proceedings under the *Fair Work Act 2009* (Cth).

PROFESSIONAL BACKGROUND

Meg joined the firm as a graduate in 2015 and has also completed rotations in the insurance litigation and commercial transactions and outsourcing teams.

ACHIEVEMENTS

- Listed in *Best Lawyers: Ones to Watch in Australia*™ for Labour and Employment Law, 2025-2026

PROFESSIONAL / CIVIC ACTIVITIES

- Law Institute of Victoria member
- Victorian Women Lawyers member
- Pro bono support to a number of not-for-profit organisations

EDUCATION

- Graduate Diploma in Legal Practice, College of Law, Victoria, 2015

- B.A., Deakin University, 2014 *(Honours)*
- LL.B., Deakin University, 2014 *(Honours)*

ADMISSIONS

- Supreme Court of Victoria

THOUGHT LEADERSHIP *POWERED BY HUB*

- March 2026, February and March 2026 Accolades
- 8 October 2025, Ready or Not, Here They Come: The Victorian Psychosocial Regulations and Compliance Code Explained
- 8 September 2025, Are Salaries Worth It?–When Getting Paid More Than the Award Is Still Not Enough
- July 2025, HR Perspective: Artificial Intelligence in Human Resources: How AI Can Assist Your Organisation
- February 2025, Australian CPD Series 2025
- February 2025, Australian CPD Series 2025: State of the Workplace
- February 2025, Australian CPD Series 2025
- February 2025, Australian CPD Series 2025: State of the Workplace
- November 2024, HR Perspective: Year in Review and the Year to Come – What to Expect in 2025 Now the "Loopholes" Are Closed
- 22 February 2024, Workplace Reform Rolls on… Again
- 21 February 2024, Australian CPD Series 2024
- 21 February 2024, Australian CPD Series 2024: Respect@Work and Managing Psychosocial Safety Risk
- 21 February 2024, Australian CPD Series 2024
- 21 February 2024, Australian CPD Series 2024: Respect@Work and Managing Psychosocial Safety Risk
- May 2023, HR Perspective (Australia): Fair Work Act Update
- 8 March 2023, Gender Equality on the Agenda
- February 2022, Workplace Behaviour Training
- November 2021, HR Perspective (Australia): Key Trends and Topics for 2022
- August 2021, HR Perspective (Australia): Impacts of New State and Federal Legislation
- 11 December 2020, It's On The Road – The Workplace Omnibus Reform Bill 2020 Has Started Its Journey

- 17 March 2020, COVID-19: Coronavirus Q&A – Australia
- 1 February 2020, Fashion Law - February 2020 Edition
- 6 December 2019, Victoria Legislates Workplace Manslaughter
- 2 July 2018, It's July: Employment Related Rate Increases Effective Now
- 23 August 2016, How about the 'Service'? Does Casual Employment Count?
- 30 June 2016, Up We Go Again – Financial Threshold Increases Effective 1 July 2016
- 23 February 2016, Investor Registration Website Launched Following China's Ezubao Scam
- 4 February 2016, Tech-savvy Aussies Preference Digital Payments
- 3 February 2016, FinTech Start-ups Shake up Banking Industry
- 29 June 2015, Monetary Threshold Increases for Australian Employers – Effective 1 July 2015

OTHER PUBLICATIONS

- "Santa's Naughty List," *Ragtrader*, 20 December 2018

NEWS & EVENTS

- 2 February 2026, Nearly 50 K&L Gates Lawyers Recognized on *Thomson Reuters* Stand-out Lawyers List
- 11 March 2025, Nearly 50 K&L Gates Lawyers Receive Global Recognition in *Thomson Reuters*' Stand-out Lawyers List
- 11 February - 20 February 2025, 2025 CPD Program–Australia

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Workplace Safety

REPRESENTATIVE EXPERIENCE

- Providing advice to clients in various sectors in relation to workplace restructuring and .compliance with applicable legislation, awards and enterprise agreements.
- Assisting employers in a range of industries and sectors in the defence of general protections and unfair dismissal claims.
- Advising on the interaction between awards and enterprise agreements and assisting clients with enterprise bargaining, including assessing whether enterprise agreements pass the 'Better off Overall Test'.

- Representing clients in the mining, construction and health industries in relation to charges brought by WorkSafe Victoria alleging breaches of various sections of the Occupational Health and Safety Act 2004. Ms Aitken has assisted to advise clients on prospects, liaise with Work Safe Victoria, work with counsel to prepare pleas in mitigation and, as a result, has helped clients to avoid conviction.
- Assisting to prepare workplace behavior training materials including presentations on bullying and harassment, health and safety, discrimination, enterprise bargaining and risks of termination.
- Assisting with providing advice to a publicly listed company on the potential criminal liability of an employee arising from the unauthorized deletion of a significant number of company records under the Corporations Act and Commonwealth and State criminal Acts.
- Assisting a client in the transport and logistics industry to defend a dispute brought by the union arising out of the abolition of a position.
- Developing and customizing materials for employees and managers of a government department to refer to when conducting serious misconduct investigations, including developing practical flow charts, checklists and templates for use during the investigation process.
- Drafting various employment related policies and procedures for clients in a variety of industries including appropriate workplace behaviour guidelines and health and safety policies and procedures.
- Assisting a client in the transport industry to navigate issues relating to designated work group and election of health and safety representatives.
- Assisting to act for clients in employment related litigation in the Fair Work Commission, the Federal Court, Federal Circuit Court, Supreme Court and VCAT. These matters typically include claims arising from termination of employment, discrimination, sexual harassment claims or breach of contract claims for post-employment restraints.
- Advising on termination of employment, including assisting employers in managing workplace performance, disciplinary procedures, termination of employment and defending claims arising from termination of employment.
- Assisting clients to manage the safe return to work of ill and injured employees, balancing operational imperatives with safety concerns.