

Alanna Fitzpatrick

Partner

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OVERVIEW

Alanna Fitzpatrick is a partner in the firm's Labor, Employment, and Workplace Safety practice. She is an experienced workplace health and safety lawyer. She is a responsive, pragmatic and empathetic lawyer who assists her clients to navigate serious safety incidents and accidents. She assists clients respond to and engage with regulators undertaking investigations following safety incidents in a manner that is designed to ensure that the risk of reputational damage and personal/corporate prosecution is minimised.

Alanna is also an experienced front end safety lawyer, providing compliance advice to a range of organisations to understand and discharge their obligations under safety legislation and for officers, developing a suite of material to enable those officers to discharge their duty to exercise due diligence. She delivers engaging and informative presentations on safety related topics include crisis management, due diligence and managing the risk of psychosocial harm.

Alanna is experienced in dealing with a wide range of employment matters including executive employment issues, performance management, grievances, disciplinary matters, discrimination and termination of employment. She has a particular focus on assisting employers to manage ill and injured employees and restraint of trade matters.

Alanna is a commercially focused and pragmatic litigator. She has assisted clients to litigate individual and collective disputes in the Fair Work Commission as well as disputes and regulatory prosecutions in the Federal Court and Supreme Court of Queensland.

Alanna has advised her clients on all types of workplace investigations and undertakes workplace investigations, particularly those relating to bullying allegations and sexual harassment.

Alanna has advised companies in various industries including agriculture, aviation, construction, energy and resources, medical and pharmaceutical, retail, higher education, government departments and government owned corporations.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Alanna worked in the employment team of a large national Australian law firm.

Alanna also worked for the Commonwealth Department of Employment and Workplace Relations where she developed employment legislation and policy and was involved with the management of internal employee issues.

ACHIEVEMENTS

- Recognised by *The Legal 500 Asia Pacific* as a Recommended Lawyer for Labour and Employment and Labour and Employment: Workplace Health and Safety (WHS) in Australia, 2024-2026
- Listed in *The Best Lawyers in Australia*™
  - Employee Benefits Law, 2026-2027
  - Labour and Employment Law, 2026-2027
- Listed by *Doyle's Guide* as a recommended Leading Workplace Health & Safety Lawyer in Queensland, 2022-2026

SPEAKING ENGAGEMENTS

Alanna is an experienced trainer and regularly presents seminars and training on a broad range of employment related issues including workplace investigations, managing ill and injured workers and bargaining. She has developed and implemented a strategy to minimise industrial action during negotiation of collective agreements for a range of clients in the building, finance and manufacturing industries. Alanna has also prepared and presented a workplace training program to more than 200 long term employees designed to implement significant cultural change.

- "The Long and the Short of it: Employment Law Update", The Education Network's (TEN) Ninth Annual Agribusiness Law Conference, 9 May 2025
- "Queensland Health & Safety Conference 2024", The Institute of Quarrying Australia, 14 June 2024
- "The future of work – anticipating changes in the workplace", HRD's Employment Law Masterclass, Brisbane, 7 November 2023
- “Sexual Harassment as a Psychosocial Risk,” Australian Institute of Health and Safety, 8 June 2023

EDUCATION

- Graduate Diploma in Law, Queensland University of Technology, 2006
- LL.B., Queensland University of Technology, 2006 *(Honours)*

ADMISSIONS

- Federal Court of Australia

- Supreme Court of Queensland

THOUGHT LEADERSHIP *POWERED BY HUB*

- 26 February 2026, Recent Developments in Bargaining
- 22 December 2025, November 2025 ESG Policy Update—Australia
- November 2025, HR Perspective: 2025 Year In Review and the Year Ahead
- 11 November 2025, October 2025 ESG Policy Update—Australia
- 5 December 2024, 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
- March 2024, HR Perspective: Workplace Reform Rolls On...Again
- July 2023, HR Perspective: Sexual Harassment from a Safety Perspective
- 1 June 2023, Fair Work Act Changes - Important Changes Approaching
- October 2022, HR Perspective (Australia): Managing Employees in Hybrid Workplaces
- March 2022, HR Perspective: Mental Health - New Obligations You Should Know About
- October 2021, COVID-19 Safety in the Workplace (Australia)
- 20 February 2018, Industrial Manslaughter – National Update
- 13 October 2017, Industrial Manslaughter – Up to 20 Years Imprisonment and Maximum AUD10 Million Fine for Corporate Offenders

NEWS & EVENTS

- 16 April 2026, More Than 80 K&L Gates Lawyers Across Asia-Pacific Recognised in 2027 Best Lawyers, Ones to Watch Editions
- 3 February - 19 February 2026, 2026 CPD Program–Australia
- 11 February - 20 February 2025, 2025 CPD Program–Australia
- 13 February - 21 February 2024, 2024 CPD Program–Australia
- 7 February - 16 February 2023, 2023 CPD Program–Australia
- 19 December 2022, K&L Gates Adds 40 Lawyers to Firm's Partnership

OTHER MEDIA MENTIONS

- Employment lawyer to offer insights, tips for HR at upcoming masterclass in Brisbane, *Human Resources Director*, 26 September 2023

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Benefits and ESOPs
- Employment Disputes
- Employment Investigations
- Employment Issues in Business Transactions
- Executive Compensation
- Human Resource Advice and Compliance
- Workplace Safety

INDUSTRIES

- Consumer Goods and Services
- Resort, Hospitality, and Leisure

REPRESENTATIVE EXPERIENCE

- Advised and represented important stakeholders following the tragic accident at Dreamworld in October 2016. Her role encompassed crisis response following the immediate aftermath of the incident, advising and representing those with potential personal liability in police and Work Health and Safety investigations as well as appearing at the Coronial Inquest.
- Represented two officers charged with breaching their obligations of due diligence following a serious safety incident. As a result of carefully developed legal submissions and working with experts to challenge the factual matrix, the charges were resolved without a contested trial or adverse personal consequences for the two officers.
- Represented a government owned corporation in Federal Court proceedings which related to competing Federal and State occupational health and safety obligations in proceedings which had far reaching policy implications.

- Advised a large organisation about their potential exposure to prosecution for psychosocial injuries suffered by workers and assisted to develop systems to implement and audit control measures to reduce the risk to workers of psychological harm.
- Represented a large employer in a work health and safety investigation undertaken by a safety regulator following a worker suffering a severe psychological injury.
- Advised a large agricultural investment fund on its safety related obligations in respect of property management arrangements and developed and presented a range of training materials to the officers of that organisation to assist them to proactively manage these obligations.
- Acted for a Federal Agency prosecuting individuals engaged in unsafe conduct on large construction sites.
- Advising a government owned corporation (GOC) regarding the management of competing safety risks. The advice considered the obligations of the GOC and developed a strategy to ensure optimal management of risks and the discharge of executive officer liabilities under the *Work Safety and Health Act 2011*.
- Provided advice, framework and policy for a Queensland organisation to manage the return to work and termination of workers who were ill and injured as a result of both work and non-work related injuries. The advice considered obligations under state and federal discrimination law, the *Fair Work Act 2009*, the *Workers' Compensation and Rehabilitation Act 2003*, the *Work Safety and Health Act 2011* and the operation of an income protection scheme.
- Advising a government owned corporation about drug and alcohol testing on construction sites and the interaction between its obligations under the *Work Safety and Health Act 2011* and the obligations of the principal contractor appointed to manage its construction projects.
- Acted in a variety of employment-related litigation matters and appeared in dispute resolution proceedings for a publicly-listed mining company who commenced proceedings against a former executive alleging breaches of employment and fiduciary duties in factually complex multi-party proceedings.