



## Alanna Fitzpatrick

### Special Counsel

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## OVERVIEW

Alanna Fitzpatrick is an experienced employment, industrial relations and workplace safety lawyer.

She 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. Alanna has a particular focus on assisting employers to manage ill and injured employees and restraint of trade matters.

Alanna is a commercially focussed 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 Circuit Court and Supreme Court of Queensland. These include applications for unfair dismissal claims, general protections claims, actions by senior executives and post-employment restraint matters.

Alanna has a strong focus on workplace health and safety, providing front-end compliance advice as well as assistance in managing workplace incidents and prosecutions.

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 aviation, construction, energy and resources, medical and pharmaceutical, retail, higher education, government departments and government owned corporations.

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

## PROFESSIONAL BACKGROUND

Alanna has worked at top tier and national mid-tier legal practices in Brisbane with a specific focus on employment, industrial relations and workplace safety law.

Prior to commencing in private legal practice, Alanna 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.

## 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.

## 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

- 20 February 2018, Industrial Manslaughter – National Update (*Alerts/Updates*)
- 13 October 2017, Industrial Manslaughter – Up to 20 Years Imprisonment and Maximum AUD10 Million Fine for Corporate Offenders (*Alerts/Updates*)

## AREAS OF FOCUS

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

## INDUSTRIES

- Consumer Products

- Resort, Hospitality, and Leisure