

Jamie Robinson

Special Counsel

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OVERVIEW

Jamie Robinson is a special counsel in the firm's Labor, Employment, and Workplace Safety practice. He focuses on achieving the best commercial legal solutions to employment, industrial relations, workplace behaviour, work health and safety, and compliance challenges for clients. This incorporates a substantial history of providing compliance training to clients in his practice areas.

Jamie has worked throughout Australia and has a strong focus on providing front-end employment relationship management and compliance advice as well as assistance in responding to claims and disputes in the Fair Work Commission and Queensland Industrial Commission and regulatory disputes in Federal & Federal Circuit Court and the State civil courts.

Jamie also has nearly three decades of advising clients in response to critical incidents and fatalities. This includes proactive critical incident response planning, urgent post incident response (including union intervention) and representation in the relevant Coroners and criminal Courts.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Jamie worked at a "top tier" legal practice in Perth and Sydney and then was a Partner in a:

- Specialist labour, employment and workplace safety practice; and subsequently
- National "mid tier" firm in its employment and workplace safety team.

ACHIEVEMENTS

- Listed in *The Best Lawyers in Australia*™
  - Employee Benefits Law, 2018-2027
  - Labour and Employment Law, 2027
  - Occupational Health and Safety Law, 2016-2027

- Listed by *Doyle's Guide* as a recommended
  - Leading Employment Lawyer (Employer Representation) – Queensland, 2015-2026
  - Leading Work Health & Safety Lawyer – Queensland, 2017-2018, 2020, 2022-2023

PROFESSIONAL / CIVIC ACTIVITIES

- Member - Law Society of Queensland
- Member - Industrial Relations Society of Queensland
- Certified Professional Member - Australian Human Resources Institute
- Pipe Bands Australia - Principal Rules & Administration & National Councillor
- Pipe Bands Australia Qld Branch, Vice Chairman

SPEAKING ENGAGEMENTS

- "Law Bites Episode 31 with Jamie Robinson, K&L Gates on new employment reforms", *Law Bites* (YouTube), 11 June 2024

EDUCATION

- B.Com, University of Western Australia, 1994
- LL.B., University of Western Australia, 1990

ADMISSIONS

- High Court of Australia
- Supreme Court of New South Wales
- Supreme Court of Queensland
- Supreme Court of Western Australia

THOUGHT LEADERSHIP *POWERED BY HUB*

- 24 September 2024, The Fed's Recent Interest Rate Cut: A Step in the Right Direction for PE Sponsors
- February 2022, Employment Law Update
- October 2021, COVID-19 Safety in the Workplace (Australia)
- 3 August 2020, COVID-19: Victorian Government Draws Upon the 'Big Stick' on COVID-19 Notification

NEWS & EVENTS

- 16 April 2026, More Than 80 K&L Gates Lawyers Across Asia-Pacific Recognised in 2027 Best Lawyers, Ones to Watch Editions
- 13 February - 21 February 2024, 2024 CPD Program–Australia

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Benefits and ESOPs
- Collective Labor and Works Councils
- Employment Investigations
- Employment Issues in Business Transactions
- Executive Compensation
- Human Resource Advice and Compliance
- Wage and Hour
- Workplace Safety

REPRESENTATIVE EXPERIENCE

- Advised a national manufacturing client on the industrial relations, enterprise bargaining and industrial disputation strategy to enable the consolidation of its production and maintenance enterprise agreements resulting in a reduction in wages cost for the maintenance operation of approximately 30%.
- Acted for a ASX 50 financial institution in conduct of its enterprise bargaining, including providing training to the institution's negotiation committee, strategy advice to the client's C-suite executives and all aspect of the negotiation and approval by the Fair work Commission, including Better Off Over Test compliance.
- Advised and represented an ASX 100 construction industry client in the defence of two regulatory prosecutions arising from the fatality in one case a bystander and in the second an employee. This included representation in the former case in the Coroners Court of New South Wales and subsequently in both cases in the relevant criminal courts.
- Advised significant publicly listed employer on the employment transition strategy for a significant number of the client's senior executives to avoid litigation and adverse publicity, including detailed advice on compliance with Part 2D.2 (Restrictions on Indemnities, Insurance and Termination Payments) pursuant to the *Corporations Act* 2001(Cth).