

BACKGROUND

Stephen is a Canberra-based lawyer with three years experience of working for the Australian Government. His main areas of practise are employment law and the development of legislation.

Prior to joining Proximity, Stephen worked for the Department of Employment.

Stephen has a current baseline vetting security clearance.

EXPERTISE

- › Employment law
- › Legislative development

Stephen's employment law experience includes providing advice of various aspects Commonwealth public-sector employment law, as well as the application of workers' compensation and work health and safety laws to the APS. His experience in legislative development includes work a number of large legislative reform projects, as well as on various shorter projects and legislative instruments.

EXPERIENCE**Employment law**

Stephen has assisted in advising on various matters relating to the *Fair Work Act* and conditions of employment, including interpretation of enterprise agreements, terms of employment and other related issues.

Stephen has advised on a broad range of Commonwealth public sector employment law matters, including code of conduct investigations and dismissals, voluntary redundancy rounds, enterprise bargaining and protected industrial action, as well as general advice on employee entitlements and conditions under enterprise agreements and public-sector employment legislation.

Stephen has also advised on workers compensation law across a number of legislative reform projects. In these tasks he provided timely, concise and easily comprehensible advice on questions that arose and applied creativity to develop innovative and elegant solutions to issues encountered during the projects.

While seconded to the Department of Immigration and Border, Stephen:

- managed a number of employee claims against the Department, working with limited supervision to coordinate with other external legal providers to prepare court and tribunal submissions, and to liaise with and brief internal client areas;
- Provided a range of advice in relation to bargaining for the Department's enterprise agreement, the related protected industrial action, and subsequent arbitration;
- Supported the Department's return to work and premium reduction programmes by providing targeted and strategic advice on the management of employee claims under the *Safety Rehabilitation and Compensation Act 1988*;
- Reviewed, and provided advice on the Department's policies on work health and safety compliance, employee consultation and dispute resolution and other matters;

- Provided a range of advice on employee entitlements and conditions within a complex post-MOG environment.

Legislation

Stephen has conducted in-depth research into complex areas of law and policy. In these roles, Stephen has rapidly developed subject matter knowledge and expertise in unfamiliar areas of law in order to provide accurate, comprehensive and effective drafting instructions to the Office of Parliamentary Counsel. Working within a team of other lawyers and liaising with policy counterparts, he has also conducted further research and analysis to respond to respond requests for further information and instructions from OPC in a timely and effective manner.

Stephen has also assisted with consultations on draft legislation. In this role he prepared briefing and associated materials, and attended stakeholder meetings. He provided clear and concise explanations of the effects of draft legislation to stakeholders in order to facilitate effective consultation.

Stephen has prepared various explanatory material required for legislation and legislative instruments. He has often worked under tight timeframes while ensuring that materials maintained the exacting quality required.

Stephen has assisted with, and advised on, the preparation of Government amendments to Bills and the Parliamentary processes involved in moving amendments. In this role he provided urgent verbal and written drafting instructions, while ensuring that senior officials remained aware of issues. He also responded to requests for advice and revisions, and assisted in managing the Legislative Approval Process, ensuring strict deadlines for introduction were met.

Stephen has also drafted legislative instruments and explanatory material and assisted with the making of these through Ministerial and Executive Council processes.

QUALIFICATIONS Bachelor of Arts (Melbourne University)
Juris Doctor (Melbourne University)
Graduate Diploma of Legal Practice (Australian National University)
Admitted as a lawyer of the ACT Supreme Court