



Alexander Millman

Senior Associate | Workplace Relations, Employment and Safety

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Alexander has dedicated his legal career to assisting clients in navigating Australia's employment relations framework across both the public and private sector at the State and Federal levels.

With a background in a major industry association, Alexander's experience is not limited to advising on the law but extends to having played a direct role in how the law has developed, including consulting directly with government agencies on major regulatory changes. This brings a unique perspective to understanding Australia's complex industrial relations environment.

Alexander takes a risk-based approach to ensure that clients are provided with accurate, practical and commercial solutions to employment and industrial matters, with an emphasis on preventative processes and practices to identify and minimise areas of risk.

Expertise

Alexander's expertise includes:

- designing and implementing policy frameworks across both the workplace relations and work health and safety fields;
- managing employee performance and conduct matters, including performance improvement processes, workplace investigations, and disciplinary processes;
- managing long term absenteeism, including the implications of such processes in respect of workers' compensation regulation and anti-discrimination legislation;
- regulatory compliance, with a particular emphasis on payroll compliance in respect of modern awards and enterprise agreements;
- right of entry matters and responding to industrial action;
- representing clients in dismissal disputes, discrimination matters, and underpayment claims, whether brought by individuals or by the relevant regulator;
- developing and delivering training programs and courses for human resources managers, payroll professionals, and other business leaders in relation to payroll compliance, workforce management, union rights of entry and governance and work health and safety legislation, with consistently strong engagement and positive feedback;
- addressing long service leave claims before State industrial tribunals; and
- public sector disciplinary matters.

Recent Projects

- Assisted in negotiating enforceable undertakings between two international businesses and the Fair Work Ombudsman in relation to underpayments of modern award entitlements, avoiding litigation while minimising the regulatory impost to both clients.
- Managed payroll compliance audits for several major businesses, identifying areas of non-compliance and/or risk, providing strategies for risk mitigation and, where relevant, advising as to remediation strategies including regulatory involvement.
- Delivering training and ongoing strategic advice to a manufacturing business in relation to union rights of entry, including responding immediately to contentious matters as they arose.

- Managing the approval of an enterprise agreement for a national business in the face of union opposition and responding to the appeal of that approval by the relevant union.

Professional qualifications

- Bachelor of Laws, University of Queensland - 2012
- Bachelor of Commerce, University of Queensland - 2012
- Graduate Diploma of Legal Practice, Queensland University of Technology - 2013

Other roles and associations

- Industrial Relations Society of Queensland - Member