

Ben Duggan

DIRECTOR

Employment Law:
Specialist advice from a
recognised expert.



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Areas of Expertise

Employment, Workplace Relations & Safety

Workers Compensation & Self Insurance

Education

Hospitality

Health & Aged Care

Not-for-Profit

The legal complexities of running an organisation with multiple employees is not for the faint-hearted. From a business standpoint, it makes sense for you to use someone with the expertise and skills in employment law, honed from years of working with companies from a range of diverse backgrounds.

Ben Duggan is a trusted advisor to employers looking for practical solutions to complex workplace issues and disputes. Employment law involves numerous legal issues that need clear, informed thinking – sometimes before they even arise. And that's why Ben's invaluable advice can be one of your company's biggest assets.

Expertise

A specialist with an extraordinary knowledge of the legal intricacies of industrial relations, workplace relations, work health and safety, and, in fact, all aspects of employment law, Ben is a recognised and sought-after expert trusted by companies large and small. He regularly appears as counsel before Federal and State Industrial Tribunals and Courts on behalf of his clients.

His reputation as an employment law expert has meant he has earned the plaudits of his clients as well as recognition by his peers, including Labour and Employment Law Lawyer of the Year (Adelaide), 2017 in *Best Lawyers in Australia*.

How Ben can help you.

- Trusted advice and practical ideas for complex workplace issues, including **disputes**.
- Professional workplace relations guidance including **enterprise bargaining and agreements**.
- Respected **strategic planning and employment strategies** for major projects.
- Astute employment law know-how, including **compliance obligations under Federal law**.
- Detailed knowledge of workplace safety including **contractor agreements, policies and practices**.
- Expertise in **workplace incidents** (including fatalities) and **defence of prosecutions** under safety laws.
- Intuitive, skilled responses to **collective workplace and right of entry disputes**.
- Best-practice counsel on **employment policies and procedures** (including equal opportunity).
- Renowned for results in workplace **discipline, termination, post-employment restraints and employment disputes**.
- Experienced counsel appearing before **Industrial Tribunals** for employers from a diverse range of industries.

Highlights

Ben's reputation and experience have meant his services are keenly sought after across diverse industry sectors in the areas of employment law, including industrial relations, workplace relations and workplace safety. Some highlights include:

- Provided regular advice and assistance to employers about options to modify their labour costs, including **stand downs, restructures and wage adjustments** in response to COVID-19 since March 2020.
- Acted for the South Australian Chapter of the National Electrical & Communications Association in its successful **application for registration as an industrial association** under the *Fair Work Act*.
- Acted for a company in the recruitment industry in successfully **overturning a conviction for a contravention of safety laws**, enabling them to maintain a clean record for important future Government tenders.
- Significant experience advising employers on their **employment strategies in the context of mergers and acquisitions, privations of government-run operations and outsourcing of non-core business activities**.
- Advised an employer on its **strategy for the acquisition** of an agriculturally based business which involved sensitive cultural issues associated with key personnel.

Credentials

- Bachelor of Laws
- Graduate Diploma of Legal Practice
- Lecturer, Employment and Industrial Relations Practice – The Law Society of South Australia

Memberships & Affiliations

- Industrial Relations Society of South Australia Inc
- Telethon SA Board Member

Awards & Accolades

Best Lawyers in Australia Listings:

- Labour and Employment Law Lawyer of the Year – Adelaide, 2017
- Labour and Employment Law - Adelaide, Since 2010
- Occupational Health & Safety Law - Adelaide, Since 2013

Doyle's Guide to the Australian Legal Profession Listing:

- Leading Employment Lawyer (Employer Representation) - South Australia, Since 2015
- Leading Employment & Industrial Relations Lawyer – Adelaide, 2017
- Leading Workplace Health & Safety Lawyer – South Australia, 2016