

ACS Workplace Relations Conference

30 August 2019

SPEAKER PROFILES



Fran Keyes

Special Counsel, Corney & Lind Lawyers

Fran is an Australian Legal Practitioner. She was admitted to the Supreme Court of Queensland in 1996 and registered in the High Court of Australia in 2000. She is a Nationally Accredited Mediator and an accredited Mental Health First Aider. She is also an Adjunct Lecturer (Law) at College of Law Australia. Fran has extensive experience running large government legal practices in her capacity as Assistant Crown Solicitor, also acting Deputy Crown Solicitor, at the Crown Law Queensland office from 2007 to 2018. In these capacities she took on the most complex employment and work injury matters advising most government departments including Queensland Police Service, Justice and Attorney-General, Education, Emergency Services, Ambulance, Corrective Services, Health, Treasury. Prior to Crown Law Fran worked as a Senior Associate at DLA Piper, and in senior legal roles at Ashurst Australia and Minter Ellison, in litigation and dispute resolution practices. Before joining Corney and Lind in 2018, Fran ran her own boutique employment law and mediation practice. Fran has extensive experience in employment law, discrimination law, unlawful termination, general protections, bullying and harassment, contracts including restraint of trade and confidentiality clauses, dispute resolution including mediation, workers compensation, institutional abuse and public liability. Acting for institutions, governments, private enterprise, and private individuals, she has a unique perspective and understanding of processes from all perspectives. Fran is a regular presenter and trainer at professional development seminars. While at Crown Law she regularly provided training on workplace matters to departmental clients. In her spare time, Fran enjoys sailing and has a wooden boat collection ranging from canoes, Mirrors and a Welsford.



Alistair Macpherson

Managing Director, Corney & Lind Lawyers

Alistair is an Australian Legal Practitioner. He was admitted as a legal practitioner of the Supreme Court of the Australian Capital Territory in 2001 and has experience in QLD, the ACT and NSW jurisdictions. Before working in private legal practice, Alistair was employed as a legal adviser / solicitor with a number of government organisations (including the Department of Defence, Australian Federal Police, and the Queensland Department of Primary Industries and Fisheries) advising across many areas of law, as well as working as a criminal prosecutor. Alistair has extensive experience in employment law, discrimination law, dispute resolution, litigation, criminal law and government contracting law and decision making. Having acted both on government and private enterprise sides of the negotiations, he is well equipped to understand the different objectives and decision making imperatives and processes from both perspectives. As a board member of Queensland Baptists, Alistair works to oversee the Baptist denominations ministry throughout Queensland (including schools, retirement villages and aged care facilities). Alistair is a regular presenter of technical papers and training professional development seminars at the invitation of various peak bodies and continuing legal education providers such as ACS (Associated Christian Schools) and CMA (Christian Management Australia). In his spare time, Alistair doubles as a goat and alpaca herdsman, and has dreams of adding tax deductible primary production to his income stream.



Melody Martin

Senior Advisor (Employee Relations), ISQ

Melody is a Senior Advisor in Employee Relations at Independent Schools Queensland. She is an employment lawyer and prior to joining ISQ worked with the Industrial Relations team at the Department of Education managing both industrial matters and disciplinary processes. Melody has extensive experience managing a variety of employee relations matters across all aspects of the employment relationship. She advises on interpretation and application of industrial instruments such as enterprise agreements and awards, and assists schools with their enterprise bargaining processes.

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Peter Ruffini

Assistant Director (Employee Relations), ISQ

Peter Ruffini is an experienced Workplace Relations practitioner, having worked in both private and public sector industrial relations for over 15 years. Peter holds a Bachelor of Science (Psychology) and a Postgraduate Diploma in Industrial Relations and Human Resource Management. Peter has particular experience in the area of enterprise bargaining in highly unionised sectors and has worked for both State and Federal Departments of Industrial Relations/Employment Relations, other peak employer industrial associations, and in Executive ER leadership roles in large corporations. Peter also has extensive experience as an advocate in the Fair Work Commission and AIRC in matters including unfair dismissal claims, general protections claims and formal industrial dispute, both on behalf of clients and also as an employer representative.



Annie Smeaton

Cooper Grace Ward Lawyers

With over many years' experience as an advocate with a strong background in industrial and employment litigation, Annie provides her clients with strong representation and practical commercial advice. Annie specialises in industrial, employment and anti-discrimination law. She has extensive experience dealing with proceedings in the Federal Court and Circuit Court, Fair Work Commission, Australian Human Rights Commission, Anti-Discrimination Commission, State Tribunals and Commissions, and more recently the Road Safety Remuneration Tribunal. Annie has a strong background in industrial and employment litigation and has acted in a variety of litigated employment and industrial relations matters, including general protection claims, right of entry and other disputes, unlawful and unfair dismissal, breach of contract, misuse of confidential information, restraint of trade and anti-discrimination complaints. Annie acts for a variety of transport and logistic operators providing front and back end strategic employment and industrial relations advice. Additionally, Annie acts for many clients in the non-State Schools sector and in the energy, mining, professional services and health industries, including registered medical practitioners. Her clients have ranged from large institutional companies, government sectors and government owned corporations to small and medium size enterprises. Annie has been recommended in Doyle's 2015 and 2017 Guide list of leading Queensland employment lawyers.



Eustacia Yates

Special Counsel, Corney & Lind Lawyers

Since graduating in 2002 Eustacia has worked in a number of private firms committed to serving family law clients. She brings a broad range of experience in both parenting and property matters, and is well-equipped to help you through the maze of legal pathways towards resolution of your matter. Eustacia's mantra is to help clients retain control over their legal matters. Separation can be a confusing and challenging time, and at Corney & Lind we understand that the best outcomes for clients are usually those which do not involve a long expensive Court process. Eustacia will work with you to achieve your goals in a timely manner. Where appropriate, she is able to skilfully utilise alternative dispute resolution methods such as negotiation, mediation, and settlement conferences to help client's achieve the outcome that is best for them. If your matter proceeds to Court, you will find Eustacia to be a skilled and caring advocate.