



## **MEDIA RELEASE**

**Sydney, 14 August 2017**

### **Harmers Workplace Lawyers is pleased to announce David Bates will be joining the Firm in late August 2017.**

David Bates is a well-known and highly-regarded workplace relations expert, with a strong record of successfully representing employers in a wide range of employment law-related matters.

Prior to his appointment with the Firm, David was the Managing Director of a leading, online, subscription-based employment relations service, where he provided a broad range of strategic, practical and plain-English employment relations advice and support to Australian business owners and operators.

"I am very proud of my history of representing employers, and I warmly welcome the opportunity to continue this work as part of the diverse and forward-thinking team at Harmers", says David. "I also look forward to assisting employees who all-too-often still find themselves struggling with issues of bullying, harassment, and unfair dismissal issues in Australian workplaces."

David may already be familiar to many of the Firm's clients as a result of his monthly employment law segments on the Sky Business News 'Switzer' programme, his various radio interviews, and his frequent engagement as a key-note speaker and workplace trainer.

Michael Harmer, Chairman & Senior Team Leader of Harmers, said "David is a passionate and well-respected workplace relations specialist with strongly-held views on both Australian employment laws and their enforcement by the relevant authorities and tribunals. I am delighted to have David join our senior team".

David's appointment follows a strong period of growth in Harmers' employer advisory practice, with the Firm representing an increasing number of corporate clients in large scale and complex employment, WHS and IR litigation over the past twelve months.

David will commence as a Team Leader and Strategic Consultant on 21 August 2017. Following his later admission to the profession, he will join the Firm's other recent appointments, Mark Bastick and Sudhir Sivarajah, as part of the Firm's expanding leadership team.

Issued by Harmers Workplace Lawyers



### **Future Interviews:**

David regularly features in television, radio and print interviews, and presents to corporate clients on a wide range of employment and industrial law topics, including:

- Unfair dismissals;
- Adverse Action / General Protection claims;
- Compliance with the National Employment Standards (NES);
- Modern Award interpretation and coverage;
- Enterprise Agreement negotiations;
- Workplace bullying;
- Sexual harassment; and
- Best-practice workplace policies and procedures.

If you would like to arrange an interview with David Bates on employment or industrial relations – or to invite him to speak at a conference, debate or other, event please contact:

### **Jane Kewin, Communications Director**

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Email: [jane.kewin@harmers.com.au](mailto:jane.kewin@harmers.com.au)

Note: David will be available for comment after 21 August 2017.

### **About Harmers Workplace Lawyers**

Harmers Workplace Lawyers was established in 1996 as a boutique employment law firm. Since then it has become one of Australia's leading employment and industrial law firms, with offices in Sydney, Melbourne and Brisbane. The firm is ten times the recipient of the Australasian Law Awards for "Employment Law Specialist Firm of the Year" (2017, 2016, 2015, 2013, 2011, 2010, 2009, 2008, 2007 & 2006).

Harmers is also the Australian member firm for L&E Global, an alliance providing counsel on cross-border labour and employment law issues with 23 international practices and 1500+ attorneys worldwide. L&E Global won The Lawyer European Awards 2016 for "Global Network of the Year" and has been ranked by Chambers Global in the Band 1 Global – Wide Employment Law Network category (2017, 2016, 2015, 2014 & 2013).

**Biography:****David Bates, Team Leader & Strategic Consultant, Harmers Workplace Lawyers**

David joins Harmers Workplace Lawyers as our newest Team Leader and Strategic Consultant. Prior to his appointment, David was the Managing Director of a leading, online, subscription-based employment relations service where he provided a wide range of strategic, practical and plain-English advice to Australian business owners and operators.

David gained his BA (Government) from the University of Queensland in 1998 before going on to complete a Law degree, with Honours, in 2001. He began his career working for a large, blue-collar union before moving to Canada and then the United Kingdom, where he was employed by both the Commission for Racial Equality and its successor, the UK Equality and Human Rights Commission.

David routinely represents parties in Fair Work-related proceedings and is available to assist our clients with all aspects of employment law-related compliance and best-practice. David is also an accomplished and highly sought-after public speaker who facilitates dynamic, informative and highly interactive workshops on all aspects of Australian employment law.