



Dan Feldman BEc, BA(Hon), LLB(Hon)
Managing Partner

Dan is a solutions driven practitioner. He has a strong reputation for providing practical and effective advice in relation to employment issues for employers across numerous sectors and industries. His extensive experience encompasses all aspects of workplace relations law through the provision of pro-active and strategic advice regarding redundancy and termination of employment, discrimination and bullying disputes and industrial disputes. Dan also provides advice on the appropriate instruments to cover businesses, whether they are common law contracts, Individual Flexibility Agreements or Enterprise Agreements.

In industrial disputes and negotiations Dan is an effective negotiator, known for his "straight shooting," no nonsense approach.

Committed to assisting clients in relation to work health and safety, Dan has assisted many clients improve systems of work to prevent workplace injuries or accidents. Where incidents occur Dan assists with critical incident management and defending enforcement proceedings.

Dan's passion for his area of expertise is realised through his commitment to education and training on work health and safety and workplace relations topics at internal and external forums.

As a founding partner of HR Legal, Dan has set out to differentiate the firm through its proactive service offerings. Often advising and representing clients in difficult matters, Dan always remains focused on the bottom line implications of litigation for his clients. His philosophy and approach centres on seeking to avoid potential claims, bad publicity and negative commercial outcomes. Dan's approach ensures that if employment litigation is to occur, it should form part of a well thought out legal strategy and not an unanticipated surprise.

Dan takes the time to understand the commercial objectives and workplace culture of his clients. His advice is tailored to meet the specific requirements of each his clients, who often view Dan as a trusted advisor and part of their own management team rather than an external supplier.

While building his credentials as a young lawyer, Dan was nominated as a "Young Gun" in the last published edition of Legal Profiles 2002 Edition – sadly, he would now claim that he is not so young anymore, although his colleagues would tell you he is still a gun!

Experience

- Conducting matters and appearing on behalf of clients in Fair Work Australia, the Human Rights and Equal Opportunity Commission, the Magistrates' Court and Federal Court
- Dealing with union right of entry issues, industrial action, bullying and harassment complaints, termination of injured workers, post-employment restraints and protecting employer confidential information, redundancy and restructuring and employment related issues in insolvency
- Advising clients on obligations under Work Health and Safety Act including managing critical incidents, contractor management and defending prosecutions brought by the WorkCover Authority/WorkSafe
- Developing models to assist Franchisors and Principals ensure their franchisees and contractors comply with workplace obligations
- Working closely with multi-generational family businesses to deal with the unique challenges of working with family members, and motivating non-family managers
- A strong understanding of State and Federal Electoral Law
- Practical experience in Government Sector through previous engagement as Senior Adviser to former Victorian Government Minister

Memberships

Executive Council Member of VECCI

Board Member of Travellers Aid

Executive Member of Bialik College

LG Pro

Family Business Australia

Franchise Council of Australia

Law Institute of Victoria