

**Melissa Scadden**  
**Senior Associate**



Melissa brings an international perspective to the legal team at Justitia. She completed her legal qualifications and training in the United Kingdom and is admitted as a solicitor in both England and Wales as well as in Victoria. Melissa has spent time working in-house in both jurisdictions, gaining valuable insight into how to work with employers to add value and find solutions, rather than simply provide legal advice.

**AREAS OF PRACTICE**

Melissa practices in workplace, industrial relations and employment law. She has a particular interest in assisting clients to take a proactive approach to building an exceptional workplace, rather than just mitigating risks when problems arise.

Melissa has experience working with large private sector clients across various industries including education, retail, security, hospitality, healthcare, finance, construction and labour hire. She has been involved in large projects and matters including a High Court litigation, WHS prosecutions, business restructures and negotiating enterprise agreements. She has also advised employers on a range of employment-related matters, including post-employment restraints, industrial instrument coverage and interpretation, misconduct and performance management, termination of employment (including negotiated settlements), discrimination, workplace investigations and FWC proceedings.

**EXPERIENCE AND EXPERTISE**

Recent examples of work undertaken by Melissa include:

- Arbitrating Code of Conduct breaches
- Acting for a large, multi-national employer on a disputed enterprise agreement application.
- Advising organisations on employment issues relating to complex restructures, including risk mitigation strategies with respect to anticipated industrial action.
- Designing and delivering a national training program to a tertiary institution on EEO and bullying.
- Advising and representing organisations in relation to employment disputes, including unfair dismissals, general protections and anti-bullying claims.
- Advising and assisting a labour-hire firm in the defence of a WorkSafe prosecution.
- Assisting a national retailer to develop a strategy related to ill and injured employees.

**PROFESSIONAL AND COMMUNITY ENGAGEMENT**

Melissa is often invited to present on various employment law topics at industry professional development seminars. She has also published a number of articles in industry publications. Melissa is a member of the Australasian Association of Workplace Investigators and mentors law students through the Victorian Women Lawyers mentoring program.

**Contact Details**

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**Education**

Bachelor of Arts, University of Melbourne, 2001

Graduate Diploma of Law, BPP Law School, London 2007

Legal Practice Course, BPP Law School, London 2008

**Affiliations**

Australasian Association of Workplace Investigators

Law Institute of Victoria

Victorian Women Lawyers