

**Cathy Fitz Gibbon**  
Special Counsel



Cathy draws on extensive experience which she has accumulated during almost 30 years of advising employers on employment and industrial relations matters in various roles including working for a significant period with an employer association and as general legal counsel for a labour hire company. Cathy's private legal practice experience includes working for major law firms in Victoria and Western Australia. Her wealth of experience extends to advising and representing employers in employment and industrial relations matters in industries including health, aged care, education, retail, importing, warehousing and distribution, manufacturing, insurance, transport, mining, oil and gas, local government, business services and employment services.

**AREAS OF PRACTICE**

Cathy's principal areas of practice are industrial relations and employment law. Cathy also advises employers in relation to discrimination matters.

**EXPERIENCE AND EXPERTISE**

Recent examples of work undertaken by Cathy include:

- Advising on matters including enterprise bargaining, good faith bargaining, transfer of business, modern awards, national employment standards, general employee protections, unfair dismissal, industrial action and union right of entry
- Preparing and reviewing employment contracts and policy documentation
- Advising clients in performance management and dismissal processes including in relation to restructuring and redundancy
- Advising and representing clients before the Fair Work Commission
- Advising and representing clients in the defence of unlawful discrimination claims
- Advising in relation to independent contractor arrangements and documentation
- Advising clients in relation to bullying and harassment complaints and undertaking workplace investigations

**COMMUNITY ENGAGEMENT AND RECOGNITION**

Cathy has served as an elected Council member of the Australian Institute of Human Resources.

**Contact Details**

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**Education**

Bachelor of Laws, Murdoch University,  
1998

Bachelor of Business, Curtin University,  
1988

**Affiliations**

Australian Labour Law Association  
  
Industrial Relations Society of Victoria  
  
Law Institute of Victoria  
  
Victorian Women Lawyers