



Peter Lupson

Partner

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OVERVIEW

Peter Lupson is a partner in the firm's Labour, Employment, and Workplace Safety practice. He has more than 20 years of experience in labour and employment law. He acts for employers in the corporate and the public sectors and practices in the areas of employment law, industrial relations and equal opportunity law.

His employment law experience includes advising in unfair dismissal and adverse action claims, redundancies, employment contracts and agreements, senior executive employment, confidential information and restraint of trade. Peter's labour law experience includes advising on enterprise bargaining, award interpretation, industrial action and union disputes, restructuring and organisational change and transmission of business. His equal opportunity law experience includes defending discrimination and sexual harassment claims. Peter also advises on employment liability policies and risk management strategies.

ACHIEVEMENTS

- Listed in the *Best Lawyers in Australia*™
 - Employee Benefits Law, 2021-2025
 - Labour and Employment Law, 2020-2025
 - Occupational Health and Safety Law, 2014-2025

PROFESSIONAL / CIVIC ACTIVITIES

- Centre of Employment and Labour Relations Law at the University of Melbourne, Advisory Board member
- Industrial Relations Society of Victoria member
- Australian Labour Law Association member
- Pro-bono support to The Reach Foundation

EDUCATION

- PgDL, University of Melbourne, 1996
- LL.B., Monash University, 1976
- B.A., Monash University, 1974

ADMISSIONS

- High Court of Australia
- Supreme Court of Victoria

THOUGHT LEADERSHIP *POWERED BY HUB*

- 22 February 2024, Workplace Reform Rolls on... Again
- 23 August 2016, How about the 'Service'? Does Casual Employment Count?
- 29 June 2015, Monetary Threshold Increases for Australian Employers – Effective 1 July 2015

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Collective Labor and Works Councils
- Employment Disputes and Investigations
- Employment Issues in Business Transactions
- Human Resource Advice and Compliance
- Wage and Hour
- Workplace Safety

INDUSTRIES

- Consumer Products
- Sports

REPRESENTATIVE EXPERIENCE

- Advising an Australian bulk logistics provider on transfer of business matters.

- Representing Victorian Managed Insurance Authority (VMIA) Insured's in the health sector and for community service organisations in the area of employment practices liability. This involves defending Victoria's major public hospitals and CSOs against claims of discrimination and harassment, unfair dismissal and breach of general protections in both Australian state and federal jurisdictions.
- Advising an A-League football club on general employment law matters including drafting senior executive contracts, coaching contracts, restructuring and negotiation with PFA.
- Advising an AFL Club on negotiating and drafting senior executive and coaching contracts.
- Assisting a Victorian State owned corporation with representation at Fair Work Australia (now the Fair Work Commission) in responding to an application made by the Community and Public Sector Union (CPSU) to deal with a dispute regarding redundancy payments; successfully defending an unfair dismissal claim by a former employee at a hearing before the Fair Work Commission; advising on the most appropriate strategy to carrying out a proposed workplace restructure; providing advice on and representation in negotiations relating to the departure of a senior executive.
- Principal partner acting for the Central Highlands Region Water Authority (for more than 10 years) Western Water, the Victorian Water Industry Association and providing a full range of labour and employment law services. This includes advising on enterprise bargaining, union disputation, award interpretation, unfair dismissal and adverse action, VDPs and TSPs, senior executive employment, restructuring and organisational change, sexual harassment, and equal opportunity and discrimination. Peter has also chaired investigation committees for the Central Highlands Region Water Authority.
- Acting for insurers and representing their insureds in Employment Practices Liability claims.
- Defending Victorian regional football clubs in relation to discrimination matters.
- Advising peak racing body and a Victorian racing club on industrial disputes, discrimination matters, termination of employment and restructuring, enterprise bargaining agreements and award coverage, negotiating with unions during the course of industrial action.
- Assisting a primary industry manufacturer with general employment issues including terminations of employment and defending unfair dismissal claims.
- Advising a number of Victorian sand-belt golf clubs on general employment matters, including restructuring, redundancies, award interpretation and mergers.
- Acting for public and private hospitals directly on a range of employment related matters including strategic workforce restructuring, redundancies and terminations of senior employees and executives.