



Nikita Scott

Lawyer

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OVERVIEW

Nikita Scott joined K&L Gates as a seasonal clerk and then as a graduate, gaining exposure to real estate and litigation and dispute resolution, with a focus on defending medical malpractice and personal injury claims. She chose to focus on employment law and is now a member of the labour, employment and workplace safety team.

Nikita assists with a range of advisory and litigious matters across all areas of employment, industrial relations, workplace safety and discrimination law. Nikita provides support to clients across a broad range of industries, including health, education, sport, construction and government, helping them to manage complex workplace issues, including their compliance with industrial instruments and advising clients on underpayment matters. Nikita has litigation experience defending large Australian employers in claims including breach of contract, unfair dismissal, discrimination and general protections in both the Fair Work Commission and federal and state courts.

PROFESSIONAL BACKGROUND

Prior to joining K&L Gates graduate program, Nikita worked as a paralegal for a leading Australian firm in the workplace relations and safety team.

ACHIEVEMENTS

- Nikita participated in two Mooting Competitions in 2015 and 2016 where she was a first and second round finalist respectively.

EDUCATION

- J.D., University of Melbourne, 2018
- B.A., University of Melbourne, 2014

ADMISSIONS

- Supreme Court of Victoria

LANGUAGES

- Italian

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety

REPRESENTATIVE EXPERIENCE

- Assisting a large agribusiness company with wage compliance issues including award and enterprise agreement coverage, mapping of classifications against PDs and modifications required to achieve compliance.
- Assisting to provide advice to a large retail company on the rectification of an identified underpayment of wages and managing the company's self-disclosure to the regulator.
- Assisting a not-for-profit organisation to manage their compliance with the Social, Community, Home Care and Disability Services Industry Award, including advising on pay roll systems and rostering.
- Assisting a large public health provider to handle an underpayment claim in the Federal Court, including advising on the interpretation of enterprise agreements.
- Assisting government clients to manage largescale investigations into employee conduct and manage their response to the investigation outcome.
- Assisting the industry regulator to commence and run a workplace safety claim against a large construction company in the Federal Court.
- Advising large Australian employers on their whistleblowing obligations and the management of investigations into whistleblower complaints received.
- Providing advice to an international human rights organisation on the prevalence of forced labour and the exploitation of workers across the domestic fishing industry.