



## Nick Ruskin

### Partner

Melbourne  
+61.3.9640.4431

[nick.ruskin@klgates.com](mailto:nick.ruskin@klgates.com)

### OVERVIEW

Nick Ruskin is a partner in the labour, employment, and workplace safety practice. He approaches workplace issues in an efficient, forthright and practical way. His enthusiasm for these areas of law is a hallmark of his practice. Nick has a preference for resolving disputes rather than engaging in unnecessary, technical and usually dissatisfying long game litigation.

His experience lies in healthcare, education, the public sector, retail and service industries with particular expertise in employment claims including workplace complaints and investigations, termination and discrimination law claims, labour disputes and advocacy before Tribunals.

Nick has been engaged from time to time as an external consultant to the International Labour Organisation (ILO) in Geneva, New York and Bangkok and has addressed an ILO forum at the United Nations on Australian labour standards.

He is active in human resources circles. He was Convenor of the Employee Relations Interest Group of the Australian Human Resources Institute (AHRI) (Victoria) for over two decades. He was awarded the 2013 AHRI Medal for services to the human resources sector.

Nick is a regular and popular speaker and commentator at professional conferences on labour relations and employment law.

He was a member of the Legal Profession Reference Group, an advisory body to the President of the Fair Work Commission, Justice IJK Ross.

### PROFESSIONAL BACKGROUND

Prior to legal practice, Nick worked as labour relations practitioner for several organisations and regularly appeared before industrial tribunals.

Before joining the firm, Nick was a partner and national practice leader of a leading employment law practice in Australia and New Zealand.

## ACHIEVEMENTS

- *Best Lawyers in Australia*, listed in Employee Benefits Law (2021), Labour and Employment Law (2008-present)
- *Doyle's Guide*, Leading Employment Lawyers (Employer Representation) and Leading Workplace Health & Safety Lawyers (2018)
- *Experts Guide*, listed in the World's Leading Labour and Employment Lawyers

## PROFESSIONAL / CIVIC ACTIVITIES

- Member of Australian Human Resources Institute
- Law Institute of Victoria
- Probono lawyer to several organisations

## SPEAKING ENGAGEMENTS

Nick is a regular contributor to human resources and legal journals and is on the editorial panel of the legal publication *Inhouse Counsel*.

## EDUCATION

- LL.B., University of Melbourne, 1991 (*Honours*)
- M.A., University of Melbourne, 1985
- B.A., University of Melbourne, 1980 (*Honours*)

## ADMISSIONS

- High Court of Australia
- Supreme Court of Victoria

## THOUGHT LEADERSHIP POWERED BY HUB

- September 2020, Is The Law Keeping Up With Workplace Arrangements? (*Webinar*)
- 1 September 2020, COVID-19: (Australia) Further Changes To JobKeeper: What Do Employers Need To Know Now? (*Alerts/Updates*)
- August 2020, COVID-19: Responding to Even More Changes (*Webinar*)

- 14 August 2020, What's In A "Day"? – High Court Majority Overturns *Mondelez* Personal/Carer's Leave Decision (*Alerts/Updates*)
- 5 August 2020, COVID-19: (Australia) Pressing Issues Facing Employers (*Alerts/Updates*)
- 29 July 2020, Beware – The Law May No Longer Tolerate So Called 'Independent Contractor' Arrangements (*Alerts/Updates*)
- 30 June 2020, COVID-19 (Australia): Much Has Happened on the Employment Front During COVID-19 (*Alerts/Updates*)
- 26 May 2020, WorkPac Pty Ltd v Rossato: Managing Your Casual Workforce (*Alerts/Updates*)
- 1 May 2020, COVID-19: (Australia) JobKeeper Legislation – How Does it Change Things? (Second Edition) (*Alerts/Updates*)
- 27 April 2020, COVID-19: (Australia) Employer Guide to the JobKeeper Scheme (Third Edition) (*Alerts/Updates*)
- 14 April 2020, COVID-19: (Australia) Employer Guide to JobKeeper Payments (Second Edition) (*Alerts/Updates*)
- 9 April 2020, COVID-19: (Australia) JobKeeper legislation – How Does it Change Things? (*Alerts/Updates*)
- 3 April 2020, COVID-19: (Australia) Guide to JobKeeper Payments (*Alerts/Updates*)
- 1 April 2020, COVID-19: (Australia) JobKeeper Payment Program – What Do I Need to Know? (*Alerts/Updates*)
- 25 March 2020, COVID-19: (Australia) Stand Down What Does it all Mean? (*Alerts/Updates*)
- 17 March 2020, COVID-19: Coronavirus Q&A – Australia (*Alerts/Updates*)
- 11 March 2020, It's Time-Sheet O'clock - Don't be Alarmed (*Articles*)
- 17 February 2020, Recapping the Modern Award Review: What is Happening now? (*Alerts/Updates*)
- 8 May 2019, Dentists: Employee Vs. Independent Contractor? (*Alerts/Updates*)
- August 2018, Discrimination Law: Workplace Inequalities Are Alive and Kicking (*Webinar*)
- 26 February 2018, When Medical Opinions Collide (*Alerts/Updates*)
- 5 December 2016, They Are Unhappy Out There (*Articles*)
- 9 September 2013, Australia: Industrial Relations Future Under a New Liberal Government (*Podcast*)

## NEWS & EVENTS

- 26 May 2016, K&L Gates, Lawyers Earn Honors in Chambers Global, Regional Guides (*Press Release*)
- 6 May 2015, K&L Gates, Lawyers Recognized as Leaders in Chambers Global Guides (*Press Release*)

## AREAS OF FOCUS

- Labor, Employment, and Workplace Safety

## REPRESENTATIVE EXPERIENCE

- Engaged by the International Labour Organisation in Geneva to co- draft the ILO Code of Practice on HIV/ AIDS and the World of Work.
- Acting for the Federal Government in a number of cases including *Amtcor Limited v Construction Forestry Mining and Energy Union* [2005] HCA 10.
- Appearing for leading law firms in the Fair Work Commission about the scope of industrial regulation.
- Representing a high profile public figure in a much publicised sexual harassment claim
- Appearing for medical research institutes in the Fair Work Commission in successfully opposing the award coverage of institutes under higher education awards.