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**Organisation** Vincent Young

**Key contact** Erin Lynch, Partner

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**Professional Qualifications**

* Bachelor of Arts and Bachelor of Law, University of Wollongong
* Harvard Business School - Key Executives Program
* Casual Academic, University of Wollongong

**Practice Areas & Experience**

**Employment and Workplace Relations**

* Training for both management and staff on all aspects of employment and workplace relations law, including implementing workplace change.
* Workplace culture - bullying, harassment, discrimination.
* Performance management - having the difficult conversations.
* People management skills - undertaking performance reviews, handling complaints, managing performance, dealing with mental health concerns.
* Auditing your culture - do your values align with accepted behaviours?
* Setting your business up for growth (the people perspective) - what’s the vision, what systems and structures do you need, how will you ensure capability?
* General employment law advice, including the drafting and implementation of contracts and policies, redundancy and restructures, change management as well as recruitment practices and performance management.
* Modern awards and enterprise agreements, including potential coverage.
* Enterprise agreements, including engaging with unions and advising on industrial action.
* Work health and safety matters.
* Investigations.

**Professional Profile**

Erin has over 10 years’ experience in employment and workplace relations. Erin advises employers on all matters relating to the workplace, including enterprise agreements, bullying, investigations into inappropriate conduct, industrial disputes and performance management.

Erin has experience across a range of industries and is able to assist employers in litigious and non-litigious matters. If a matter proceeds to litigation, Erin represents employers in State and Federal tribunals and Courts, including in post-employment restraint matters, general protections, discrimination and unfair dismissal claims. Erin works with clients in a proactive manner, including by delivering training and assisting with cultural and workplace change.

Erin holds a Bachelor of Arts and Bachelor of Law from the University of Wollongong and since 2018 has been teaching Law of Employment and Labour Regulation at the University of Wollongong. In 2014, Erin completed the Key Executives Program at Harvard Business School and was awarded one of the top 30 lawyers under 30 by Lawyers Weekly in employment and workplace safety.

**Aglink training**

* Finance Link 2015
* Finance Link 2016
* Finance Link 2017