



Julie Bosel | Partner, Litigation

Dispute Resolution and Litigation Team
Cairns

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Julie Bosel is a Partner in the Dispute Resolution and Litigation Team and heads the Employment Law and Workplace Relations Team in the Cairns office. She has extensive experience in all aspects of employment law, industrial relations and strategic human resource management.

While Julie has broad commercial litigation experience including insolvency and debt recovery litigation, she has specialised in the area of employment law since 2000 with a broad client base in the government, corporate and tourism sectors.

Areas of Practice

- Advising on the effect of Federal legislative industrial relations reform
- Strategic advice on management of employees
- Contracts of employment
- Independent contract agreements
- Enterprise bargaining
- Drafting enterprise agreements
- Human resource policy development and training
- Workplace investigations
- Workplace health and safety advice
- Termination of employment
- Redundancy and restructure advice
- All employment related litigation, including unfair dismissal
- Discrimination and sexual harassment claims
- Civil litigation concerning post-employment restraints

Experience

Julie's experience encompasses a broad range of litigation areas including employment law and human resource management, workplace health and safety advice, insolvency and debt recovery.

Julie's most recent experience has included:

- Advising various employers on an ongoing basis with respect to managing human resource issues including:-
 - Performance management processes



- Investigating allegations of gross misconduct
 - Managing ill and injured employees
 - Responding to and defending complaints to the ADCQ.
- Regularly drafting template employment agreements for senior management executives.
- Assisting an employer to manage and ultimately dismiss an employee with a workplace injury, including advising extensively on the workers compensation implications, potential discrimination and termination. The matter was resolved successfully with the employee's termination with no further action taken by the employee.
- Regularly assisting employers in the negotiation and finalisation of departures of employees, including members of senior management teams.
- Providing strategic advice to a local government concerning serious allegations of misconduct directed at members of senior management and the Mayor. Julie continued to provide legal and strategic advice to the CEO and Acting CEO under intense media and public scrutiny leading to a successful resolution of all current and potential litigation at conciliation conference.
- Representing numerous employers in Fair Work Australia and the Queensland Industrial Relations Commission defending unfair dismissal claims.
- Assisting employers in responding to allegations of non-compliance with Award terms and conditions issued by the Fair Work Ombudsman, including negotiation of correct underpayment sums and favourable repayment plans.
- Advising a local government concerning the scope of the governing award coupled with the effect of the overriding legislation which significantly altered Council's approach to negotiation and drafting of management contracts.
- Providing assistance to a local government in responding to requests for commercially sensitive operational reports and documents requested of external government agencies.
- Advising a Government owned corporation on implementing the redundancy of a senior executive and minimisation of a redundancy payout by reference to an enterprise agreement and contract of employment. Our role included assisting with interpretation issues and successfully resisting a challenge from the employee's lawyers.
- Drafting human resource policies and undertaking implementation and training of all staff bound by the policies.

Julie has also been involved in presentations to both tourism bodies and private clients on topical workplace issues including workplace bullying, correct procedures for termination of employment, the implications of amendments to legislation governing the employment relationship and effective drafting of letters of appointment.

In 1998, Julie completed an unpublished thesis, "The Suitability of Traditional Legal Defences to the 'Killer' Battered Woman", and was also the recipient of the North



Queensland Law Association prize for the highest cumulative mark in succession law, civil procedure, taxation law and administrative law, whilst studying at James Cook University.

Qualifications & Memberships

- Admitted as a Solicitor of the High Court of Australia, 2001
- Admitted as a Solicitor of the Supreme Court of Queensland, 2001
- Bachelor of Laws with Honours, James Cook University, 1998
- Bachelor of Commerce, James Cook University, 1998
- Member, Women Lawyers' Association of Queensland