

# Maeve Doyle

## Consulting Principal

Master of Arts (Honours)  
Bachelor of Laws (Honours)  
Master of Laws



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## Area of expertise

Employment

## Previous engagements

WorkCover NSW  
WilliamsonLegal

## Overview

Maeve is a skilful employment lawyer, experienced in advising private sector SMEs, national corporations, local councils in NSW and not for profit organisations.

Maeve has a track record of providing timely commercial advice in plain language across a range of areas including:

- interpreting employment and workplace legislation and awards
- investigating and defending bullying and discrimination claims
- drafting employment contracts and policies
- disciplinary processes and termination of employment issues
- work health and safety

Before joining Nexus, Maeve was a Senior Associate at a workplace law firm acting solely for employers and, as a solicitor with WorkCover NSW (now SafeWork NSW), prosecuted companies for breaches of the work health and safety legislation.

Prior to embarking on her legal career, Maeve led consultancy teams within the NSW Department of Education and Training. As a consultant she supported major training and development initiatives including Change Management and Leadership in Schools for Principals and Executive and the implementation of priority policies in Schools such as Anti- Racism, Anti-Bullying and the Ethnic Affairs Policy Statement.

Maeve's previous organisational experiences, common sense approach to legal issues, client skills and background in the presentation of training courses, positions her ideally to provide employers with comprehensive legal advice and support.

## Expertise

### Employment Contracts & Policies

Ensuring Award compliance and protecting employers by drafting employment contracts and workplace policies.

- Drafted employment contracts for executive, award free and award staff for major employers providing social and disability services in NSW and the ACT to account for transitional provisions in the Social, Community Home Care and Disability Services Modern Award and phasing in of the FWC SACS Equal Remuneration Order.

### Fair Work Ombudsman (FWO) Investigations

Advising and acting for employers in relation to claims of underpayment of wages or breaches of Award or Fair Work Act.

- Protected a large national retailer from prosecution by advising and acting for it in relation to a complaint by an employee that it had breached the NES parental leave provisions (specifically the Fair Work Act s.84 Return to Work Guarantee). As a result of her representations to the FWO, arguing that there was insufficient evidence for prosecution and no public interest, the FWO declined to either prosecute or pursue an enforceable undertaking.

### Industrial relations strategy

Providing advice to employers in relation to enterprise agreements and redundancies as a result of restructuring of operations.

- Successfully defended a general protections claim by an employee of manufacturing client. Strategically ran a jurisdictional argument to defeat the Union's attempt to disguise an industrial dispute with no prospect of success under the applicable enterprise agreement as prohibited action under Part 3-1 of the Fair Work Act.

### Termination of employment issues

Advising and supporting businesses in relation to performance improvement processes, disciplinary processes and redundancy. Working with HR Managers to provide tools skills and knowledge to conduct procedurally fair investigations and processes.

- Acted for an indigenous medical service in FWC unfair dismissal claims by the ex-CEO and Executive Manager to successfully ensure that the service retained its reputation in the community and the employees were not reinstated.



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## Expertise *contd.*

### Protection of Business

Ensuring that businesses are protected from misuse of confidential information or poaching of employees or clients by advising companies with commercially sensitive proprietary information about key employees' contracts.

### Investigating and defending bullying, harassment and discrimination claims

Conducting workplace investigations relating to allegations of bullying, harassment and discrimination. Maeve advises in relation to procedurally fair investigations to ensure that employers have grounds to take proportionate disciplinary action against employees, including dismissal.

### Work Health and Safety

Assisting employers to respond to regulator following workplace incidents involving a fatality or serious injury.

- Following an incident resulting in serious injury to an employee at its recreation and adventure camp, Maeve advised the employer in relation to the risks of prosecution and the WorkCover investigation, assisted in the preparation of all documents in response to WorkCover Notices and attended all interviews with employees. WorkCover NSW declined to prosecute the organisation.

### Conducting Workplace Training

Training managers and employees in relation to conducting performance improvement and disciplinary processes as well as in relation to key workplace policies such as EEO, discrimination and bullying.