

OLIVER WILHELM

LAWYER

PEER LEGAL

Oliver is a workplace lawyer assisting employers across a number of practice areas including employment, industrial relations and workplace health & safety law.

He has a diverse background with both legal and clinical qualifications. Oliver is a proactive and commercially minded lawyer, focussed on providing pragmatic advice to enable business to safely navigate the complex workplace law landscape. He has a strong track record with more than 15 years' experience providing forward thinking workplace consulting and advisory services across a broad range of industries including healthcare, manufacturing, construction and logistics.



Oliver understands that employers face a wide range of challenges in managing their workforce, and how the modern workplace is rapidly changing the expectations of how employers respond to those challenges. Oliver is passionate about the future of work and harnessing the forces shaping safe, healthy and productive workplaces.

CURRENT PRACTICE

- Employment Law: Drafting and reviewing employment contracts, independent contractor agreements and HR policies. Performance and injury management issues. Unfair dismissal, adverse action and breach of contract claims. Bullying, discrimination, equal opportunity and harassment claims.
- Industrial Relations: Enterprise agreements, Industrial relations (industrial action, industrial dispute, industrial relations strategy and right of entry).
- Workplace Health & Safety: Workers' compensation review, WHS policies, employee investigations, managing ill and injured workers and their return to work.
- General Commercial: Commercial leasing and lease disputes. Review and drafting of non-disclosure agreements.
- Workplace Training: Developing and delivering training programs in all aspects of employment, industrial relations and workplace health and safety law.

OVERVIEW OF RECENT EXPERIENCE

- Advising and assisting retail and commercial tenants facing financial hardship as a result of Coronavirus (COVID-19), negotiate lease variations under the Victorian government Commercial Tenancy Relief Scheme.
- Negotiating and drafting non-disclosure agreements in relation to sale of business and procurement.
- Acting for Employers to defend unfair dismissal claims in the Fair Work Commission.



- Advising and drafting of enterprise bargaining agreement in the workplace.
- Advising large manufacturing client on development and implementation on health and safety strategy to reduce and prevent workplace injury.

PROFESSIONAL BACKGROUND

- Grad Dip Leg Prac – College of Law
- LLB (Hons) – Queensland University of Technology
- MphSt – University of Queensland (Physiotherapy)
- Ba App Sci (Clinical) / Ba Chiro Science – RMIT (Chiropractic)

DIRECTORSHIPS AND RELATED POSITIONS

- Co-Founder and Director: Employ Health (2012-2020)
- Member: Australian Physiotherapy Association
- Australia Health Practitioner Regulation Agency: Registered Physiotherapist
- Australia Health Practitioner Regulation Agency: Registered Chiropractor

CONTACT DETAILS

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