Charles Cameron
Partner (Non Legal), FCB HR

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Charles is a partner (non-legal) with FCB HR. Based in our Melbourne office, he has over twenty years’ experience in workplace relations, with extensive experience in non-traditional working arrangements, work related public policy and work health and safety. Specialising in providing practical, easily understood advice that can be sustainably implemented in the modern workplace. Charles is highly regarded by his loyal pool of clients. He has particular expertise in advising businesses operating in the recruitment and contracting sectors.

‘At FCB HR, we offer a holistic service that specialises in organisational solutions that prevent problems from emerging in workplaces. We use an interdisciplinary approach and analyse all the relationships within a business in order to come up with long-term solutions that help develop the capacity of a workforce. We set up systems and procedures that allow both senior managers and line managers to be proactive, rather than reactive. In addition, we manage not only change in the workplace, but also expectations, in order to prevent adverse reactions. Finally, we work with clients to ensure that any solution is both sustainable and cost-effective.’

Charles’s areas of expertise are:

- Advising on workplace relations matters
- Advising on discrimination and harassment issues
- Devising project-based workplace relations strategies
- Negotiating enterprise agreements
- Advising on third party employment and contracting
- The intersection of workplace relations and workers compensation
- Running workplace training programs
- Advising on sustainable work health and safety management
- Lobbying governments on behalf of industry organisations.

In addition, Charles is skilled at taking into account the broader needs of a business to ensure that any solution he and his team propose is sustainable. Quite often, he works closely with management in a way that gives them greater ownership of the procedures that are being implemented. On other occasions, he ensures that the style of management in a business aligns with the culture and value of their business to ensure better outcomes for all stakeholders.

Charles has long experience of working with clients operating in the recruitment sector. He is very aware of the particular challenges recruitment businesses face as they juggle work health and safety requirements, the need for sophisticated management systems that cater for tripartite employment arrangements in the industry, and the legal obligations that are placed upon both agent and host within the recruitment sector. Using his deep understanding of the industry, Charles is ideally placed to provide strategic advice on workplace relations solutions that are tailored to the needs of recruitment and on-hire businesses.

‘FCB Group is unique in the professional services market because of our ability to examine from multiple angles the workplace relations problems businesses face. Unlike a conventional law firm, we provide consulting and technology solutions that can cater for any type of business and can be adjusted to match the risk appetite of that business. At the same time, the quality of our advisory services and technology products is unmatched in the Australian market.’