

Matthew Robinson

Partner and Solicitor at FCB Workplace Law



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Matthew is a partner and solicitor with FCB Workplace Law. Based in our Sydney office, he has been advising clients on industrial relations and employment matters for over fifteen years. An experienced litigator, he has special expertise in assisting clients operating in the manufacturing sector.

At FCB Workplace Law, Matthew specialises in:

- Providing strategic advice on various labour structures, along with recommendation on their strengths, weaknesses and implementation
- Negotiating and drafting employment contracts, policies, enterprise agreements and individual statutory agreements
- Managing and mitigating lawful/unlawful industrial action and picketing
- Managing termination of employment cases
- Defending breach of contract and wage/entitlement claims
- Advising on corporate restructures, redundancies, and transfer of business and industrial instruments
- Proactive and reactive defences to discrimination and harassment issues.

'As I see it, understanding legal concepts in industrial relations is just one part of what you need to be a good employment lawyer. When I work with clients, I place a great deal of emphasis on understanding their business and their goals. In my team, our focus is always on developing bespoke industrial relations strategies that meet clients' needs.'

Over the years, Matthew has developed a special interest and expertise in the manufacturing sector. He advises a number of key players in the industry on unfair dismissals, enterprise bargaining, discrimination claims, fraud investigations and general employment issues. In addition, he assists them with enterprise bargaining projects and industrial relations strategy. He recently represented a client in the modernisation of its staff award, which included running matters before the Fair Work Commission and the subsequent successful appeal to the Full Federal Court.

'I enjoy working at FCB Group because it is not a law firm in the traditional sense. The old-fashioned type of law firm is fast losing its relevance. Clients today have industrial and employment problems that need fixing, and it is important to understand that the law is just *one* of the tools at their disposal; it may not even be the best one.'