

# Benjamin Gee

Partner and Solicitor at FCB Workplace Law



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**Ben is a partner and solicitor with FCB Workplace Law. He is an accredited specialist in workplace law in Victoria. Although based in our Sydney office, Ben works with clients in Sydney, Melbourne and Brisbane. He has over twenty years' experience as an advisor and advocate in employment and workplace relations law, with special expertise in advising clients operating in the infrastructure and construction industries.**

'I began my career as an employment relations advisor in consulting and then an employer associate. Initially, I joined FCB Group as a consultant, which gave me a strong background in understanding and solving workplace relations problems from a broader business perspective. Once I finished my law degree, I joined FCB Workplace Law, which enables me to apply both my legal analytical skills and my more comprehensive understanding of the problems employers face in order to come up with the best possible solutions for my clients.'

Ben works closely with clients to develop and deliver practical, innovative and effective solutions across the following areas:

- Enterprise bargaining
- Industrial disputes
- Strategic workplace relations solutions
- Change management resulting from business acquisition, divestments and restructures
- Employment and workplace relations litigation
- Employment contracts
- Management of discrimination and harassment claims.

Ben has a deep expertise in developing strategic and tactical workplace relations solutions. He specialises in advising on workplace relations issues affecting clients operating in the infrastructure, services and facilities management (FM) industries, including:

- Rail engineering projects and maintenance programs
- Civil infrastructure engineering, construction, and operation and maintenance contracts
- FM contracts and projects
- Power, water and utility construction, upgrades and maintenance programs
- Telecommunications.

'The thing that most excites me about working at FCB Group is that we are a multidisciplinary firm. Quite a few of the lawyers on our team came from consulting backgrounds and then moved into law, which means they aren't trapped by that conventional narrow legal thinking that stops lawyers seeing the bigger picture. This is of particular benefit to clients. In addition, the legal and consulting teams collaborate closely when needed, and the solutions we come up with for our clients are better because, at FCB, there is a constant exchange of ideas taking place. This means that our clients are always receiving the highest-quality advice.'