



Shane Enriken Partner

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Shane leads the Employment, Health and Safety and Workplace Relations law practice at Allion Partners.

Shane has over 25 years of experience as a lawyer in private practice and as a business executive working with Boards and senior management. He has held roles in the Legal, HR and Commercial and Strategy areas with organisations such as BHP, Downer and Rio Tinto and as a lawyer with Herbert Smith Freehills.

Shane is recognised for his deep knowledge of mining, oil and gas, major projects, construction, engineering and agriculture.

His team provides strategic advice to corporate and government clients across Australia and are on the Western Australia Local Government Association (WALGA) panel.

Shane's experience includes:

- Defending adverse action, unfair dismissal and discrimination claims;
- Employment contracts, contractors and termination;
- Restraint of trade clauses;
- Remuneration strategies, share schemes and bonus structures for businesses;
- Offshore labour structures;
- Redundancy programs and discrimination;
- Strategy development for boards and executives, new businesses, major capital projects and brownfield expansions;
- Major organisational change programs including complex reorganisations, new projects or integrations;
- Corporate governance including policy reviews, executive remuneration, mobility and compliance;
- Coaching in best practice enterprise bargaining processes and agreements;
- Structuring, terminating and changing agreements;
- Privacy obligations, records and social media;
- Managing aggrieved employees and conducting workplace investigations;
- Managing industrial action and unionised workforces;
- Developing and reviewing employee relations management plans and industrial relations risks;
- Work health and safety strategy, compliance and management including contractors and the public;
- Incident response and investigations and ill and injured employee management; and
- Leading critical incident investigations, including coaching staff and advising on interactions with the regulator as well as other pre and post fatality work.

Shane is recognised in Doyle's Guide as a leading lawyer.

He is a member of the Association of Mining and Exploration Companies' (AMEC) safety committee and is active in the Pastoralist and Graziers Association (PGA). He is also on the Board of Crime Stoppers WA.

Shane holds a Bachelor of Business (Human Resources Management), a Juris Doctor in Law and is an Adjunct Professor in Law at Murdoch University where he lectures in Legal Strategy in Organisations. He is also a regular lecturer in post graduate programs at the Governance Institute of Australia.