



Shane EntriKen
Partner

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

Shane has a rare mix of legal, strategic, leadership and business experience from over 20 years in both a top tier law firm environment (Freehills) as well as in industry and corporate leadership roles, including BHP Billiton, Downer and Adani Group.

He is a recognised as a recommended employment and industrial relations lawyer in Doyle's Guide 2016 and 2017 of leading lawyers.

Shane is a lecturer at Curtin University, a regular public speaker and is the co-author of a book on the management of FIFO operations.

His team provides strategic advice, coaching, training and operational support to corporate and government clients across Australia.

This unique background has enabled Shane to develop a deep understanding of business, unions, regulators and the law, and delivers pragmatic commercial solutions to his clients.

His 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 process 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 a member of the Association of Mining and Exploration Companies' safety committee, and is active in the Pastoralist and Graziers Association and the Cattle Council of Australia.

Shane holds a Bachelor of Business (Human Resources Management), a Juris Doctor in Law and attended the Corporate Executive Board senior leadership program in London.