



HERBERT
SMITH
FREEHILLS



LISA SOO
SENIOR ASSOCIATE

[Sydney](#)

Lisa advises clients on a broad range of employment matters, both advisory and litigious.

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BACKGROUND

Lisa holds of Bachelor of Laws (Hons 1) and Bachelor of Commerce (Distinction) from the University of New South Wales.

KEY SERVICES

Employment
Employment, Pensions and Incentives

KEY SECTORS

Banks and other Financial Institutions
Technology, Media and Telecommunications

EXPERIENCE

Lisa provides commercial and strategic legal advice to private, ASX-listed and non-profit clients in a range of sectors, including financial services, health and technology.

Her expertise covers contentious and non-contentious employment matters, including:

- structuring employment arrangements, including the drafting and negotiating of employment documentation

- performance and misconduct issues
- management of ill and injured employees
- investigations and whistleblowing
- employee exits, including Corporations Act compliance issues arising from executive exits
- award compliance, including underpayment and payroll issues
- unfair dismissals, general protections, breach of contract claims and post-employment restraints
- employment issues associated with corporate transactions

Lisa's experience includes:

- acting for a multinational financial services firm in the Supreme Court of NSW in proceedings against a competitor and former employees for breach of contract, breach of fiduciary duties and Corporations Act contraventions
 - advising an ASX50 company on the development of internal processes and policies for compliance with whistleblowing laws and the conduct of investigations into multi-jurisdictional whistleblowing complaints
 - coordinating Australian and foreign advice on the exit of an executive director of an ASX-listed company. The matter involved complex Corporations Act issues, the interaction of Australian and foreign employment laws and the negotiation of exit arrangements
 - advising a large bank on employment issues arising from the divestment of a significant business, including on transfer of employment and incentive arrangements
 - advising numerous clients on issues arising out of the COVID-19 pandemic, including contract variations, stand-downs, redundancies and JobKeeper
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