



**RACHEL LEE**  
SENIOR ASSOCIATE

[Perth](#)

Rachel advises clients on a broad range of industrial relations and employment matters.

 +61 8 9211 7504  +61 408 851 030

 [Rachel.Lee@hsf.com](mailto:Rachel.Lee@hsf.com)

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## BACKGROUND

Rachel holds a Bachelor of Laws with Honours and a Bachelor of Arts from the University of Western Australia. Rachel practises in Western Australia, and regularly works for clients in other jurisdictions across our national team.

## KEY SECTORS

[Mining](#)  
[Energy](#)

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## EXPERIENCE

Rachel is passionate about developing and implementing employee and industrial relations strategies that meet business objectives, and is committed to providing commercially focused advice.

Rachel's practice has a particular focus on employment and industrial relations related advice and litigation, including in proceedings relating to underpayments, general protections, unfair dismissal, enterprise agreement approval, dispute resolution procedures and right of entry.

She also regularly advises clients in relation to their industrial relations strategy, enterprise agreement interpretation, employee relations implications of restructures, outsourcings and acquisitions (including transfer of business implications), workplace investigations, disciplinary processes, performance management processes and managing ill and injured workers.

Rachel is based in Western Australia, with a focus on mining, energy and government clients. During her time at the firm, she has been on secondment to the firm's London office, where her practice focussed on the consumer sector; to Coles Group's Advisory team in Perth; and to a governance and capacity building project at an Aboriginal-led not-for-profit organisation in the East Kimberley through the Jawun program.

Rachel's experience includes:

- advising a large mining principal on the strategy for the renewal of its three enterprise agreements
- representing a large retailer in multiple Fair Work Commission roster disputes
- investigating allegations of employee serious misconduct for a large tertiary institution
- supporting a large mining principal with a global strategy for managing privacy, employment and safety law issues associated with its risk management measures and organisational change arising from the COVID-19 pandemic