



HERBERT
SMITH
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RUSSELL ALLEN

CONSULTANT

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Russell specialises in employee and industrial relations law with a particular focus on energy and resources.

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KEY SERVICES

[Employment Litigation](#)
[Industrial Relations](#)

KEY SECTORS

[Mining](#)
[Oil and Gas](#)

EXPERIENCE

Russell's key specialty is workplace strategy. He works closely with clients to align their human resources and industrial relations approach to their business objectives.

Russell has assisted many significant international companies in the development of new projects in Australia, from the development and construction stage through to the workplace strategy to be followed during their operations.

In addition to his focus in the resource and energy industries, Russell has had extensive involvement across most industries including the oil industry, banking and finance sectors, retail communication, ports and maritime and in the public sector.

In recent years, there has been significant legislative change in Australia which has had an important impact on human resources strategies. Russell has been actively involved in assisting companies to change their workplace arrangements to ensure that they achieve the best business outcomes and make the most of the opportunities provided by the legislation.

Russell has recently advised:

- Rio Tinto and its operating subsidiaries on matters including strategies to improve productivity in its coal mines
- Other clients in these industries include CITIC Pacific Mining, BHP Billiton, Chevron, Inpex and Tiwest