



Livingstones

EMPLOYMENT • RELATIONSHIP • ADVISORS

action positive



Joshua Shingles Senior Consultant

T 07 3833 1242
M 0414 669 051
F 07 3832 1546
jshingles@livingstones.com.au
Level 14, 340 Adelaide Street
BRISBANE QLD 4000
www.livingstones.com.au

Joshua's approach to his work is characterised by a strong sense of purpose, patience and perseverance. With a high degree of curiosity, he strives to understand things at their deepest levels so that his insights can help to shape finely crafted responses to his clients' needs.

He brings a calming influence to tense situations, explores the broadest range of potential solutions to emerging issues and works creatively and flexibly with his clients for the very best outcomes.

Joshua has built his career on solving complex workplace problems and shaping human resource and industrial relations policy in the public and private sectors. With significant experience in the federal employment and workplace arenas, he brings an in-depth understanding of federal workplace law and policy to his assignments.

He is particularly experienced in the independent education, community services, health, child care, transport, manufacturing, retail, electricity and professional services industries as well as in government sectors (including government departments, government-owned corporations and statutory authorities, and the Australian Defence Force).

Joshua provides his clients with strategic guidance and negotiation of enterprise agreements. He delivers support for disciplinary processes, including workplace investigations and advice on termination. He provides advice on managing ill and injured employees, including compliance with anti-discrimination, workers' compensation, workplace health and safety and general protections legislation. Joshua also assists his clients with advice on redundancy processes, including consultation, redeployment and transition issues.

Joshua works closely with clients on designing and implementing effective HR systems and strategies. He also assists clients review their performance management systems, remuneration and career progression structures, staffing structures and workforce planning processes. He also supports the successful implementation of these HR initiatives by delivering learning, development and training programs in people management competencies.

Qualifications and Memberships

BCom(IR), BEcon,
GradCertPubAdmin,
PhD (currently enrolled)

Queensland Industrial
Relations Society

“ Joshua's abiding belief is that high performance is attained through employee motivation and accountability and is sustained by understanding and managing risks proactively. ”

Employment & Industrial Relations

Human Resources & Relationships

Organisational Advisors & Psychologists