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**Matthew McDonald**  
Research Consultant

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Matthew takes great pride in his well developed listening skills which he uses to get a thorough understanding of the client's business.

This allows him to fine tune his advice, making sure it aligns perfectly with client need. Matthew projects an easy and open manner, diligently providing clients with all the relevant information regarding the benefits and risks of options together with the highest levels of support.

Matthew provides employment relations advice regarding legislative obligations and assists in interpretation and implementation. Clients know they will always get a consistent and practical approach based on the needs of the business when dealing with even the most challenging issues. A stickler for reliability, Matthew is available to Livingstones clients whenever they need him.

Matthew provides advice across a number of matters including anti-discrimination, employment contracts, enterprise bargaining and awards and statutory obligations. He reviews and drafts policies for clients that are tailored to their specific business needs, compliant with the relevant legislation and practical for their purpose.

Matthew undertakes research and prepares reports on economic outlook data for enterprise bargaining strategy. As well, he provides advice and support regarding termination and redundancy processes and guides clients through the appropriate procedural requirements.

Matthew also conducts workplace investigations and identifies all the relevant information so that informed decisions can be made about any disciplinary action that might be required at the completion of the process.

Clients benefit from Matthew's guidance in determining the appropriate award coverage for their business, classification levels of their employees and the calculation of the relevant rates of pay.

**Qualifications and Memberships**

BBus, LLB (enrolled)

Queensland Industrial Relations Society, Australian Human Resource Institute

“As a strong believer in the power of deeds over words, I pride myself on providing practical and meaningful advice and being available to clients when they need me.”