



Livingstones

EMPLOYMENT • RELATIONSHIP • ADVISORS

action positive



Travis Lancaster Consultant

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Travis joined Livingstones in early 2009, shortly after completing his Bachelor of Commerce degree majoring in Industrial Relations and Human Resources.

He began his career with Livingstones at an interesting and pivotal time as employers commenced implementation of the Fair Work Act.

Displaying a confident, energetic and straight forward style, Travis is committed to ensuring clients are always one step ahead.

He enjoys problem solving and providing cost effective solutions to complex issues and he goes out of his way to ensure appropriate industrial legislation and

instruments are applied in a way that provide the best outcomes.

The practical skills and technical knowledge Travis gained during the period of significant complexity and change that accompanied the beginning of the Fair Work era make him an invaluable member of the Employment and Industrial Relations team at Livingstones. Travis' experience spans the childcare, retail, food production, hospitality, transport and electrical power industries. He has also assisted clients in a number of other industries and goes out of his way to gain a solid understanding of each client's unique needs before developing appropriate solutions.

Travis has developed a deep understanding of the intricacies of the Fair Work Act, which allows him to provide practical explanations of its complex provisions for many clients. He provides valuable advice for businesses working through disciplinary issues, from support through the termination process to representation in unfair dismissal claims.

He also works with clients to develop and implement enterprise agreements and employment contracts that minimise risk, as well as being easy to understand and consistent with the organisation's culture and business imperatives. Travis has become a valued authority on award interpretation and a trusted advisor for the payroll departments of many clients, preparing complex wages sheets for employers - large and small. He prides himself on being able to reduce a client's stress and apprehension about correctly applying awards and agreements in their organisations.

Qualifications and Memberships

BCom, LLB (enrolled)

Queensland Industrial
Relations Society

“ Travis thrives on combining his strong service ethic with the opportunity to provide up to date advice on the ever-changing workplace relations environment. ”

Employment & Industrial Relations

Human Resources & Relationships

Organisational Advisors & Psychologists