



Livingstones

EMPLOYMENT • RELATIONSHIP • ADVISORS

action positive



Zoe McIntosh Consultant

T 07 3833 1209
M 0438 891 771
F 07 3832 1546
zmcintosh@livingstones.com.au
Level 14, 340 Adelaide Street
BRISBANE QLD 4000
www.livingstones.com.au

Zoe is one of those Industrial Relations advisors who you just know is in a role that aligns perfectly with her values, beliefs and aspirations.

She is innovative and thoughtful with great energy and drive which she combines with the ability to focus on all the necessary detail to guarantee excellent outcomes for her clients.

Zoe is perceptive, cares deeply about her work and can quickly understand people and what motivates them.

Zoe is a bona fide generalist industrial relations practitioner and holds a Practitioner's Certificate in Mediation with the Australian Institute of Arbitrators and Mediators (IAMA). The way she handles projects on behalf of her clients is modelled on the proven approach of listening, analysing, researching, problem solving and communicating. Zoe sees her role rather like that of a GP with responsibility for keeping clients in a 'healthy' state, and takes great pride in working closely with them, not just in high level drafting and technical interpretation of industrial instruments, but in helping them with the day to day people issues in their business.

Her special interest is in alternative dispute resolution, particularly mediation, believing that this path is far more satisfying than litigious processes. Zoe believes outcomes follow quickly when all parties involved take ownership of their solutions. However, Zoe is also perfectly capable of tackling issues head on when required.

Zoe undertakes work for clients large and small across a broad range of Employment and Industrial Relations areas, especially in the area of compliance. Her work includes anti-discrimination and workplace harassment matters, employment contracts, enterprise bargaining as well as awards and statutory obligations. She is skilled in the area of termination and redundancy and also provides quality advice and support when it comes to workers' compensation issues.

Zoe also assists clients with investigations, negotiations, audits, research and analysis as well as development and deployment of a wide range of organisational policies and procedures.

Qualifications and Memberships

LLB, Practitioner's Certificate in Mediation

Queensland Industrial Relations Society

“ Having learnt from the best in the business, Zoe gets immense satisfaction from combining her intellect and energy to deliver great solutions for her clients.”

Employment & Industrial Relations |

Human Resources & Relationships |

Organisational Advisors & Psychologists |