

## Episode 76: Guest bios

**Episode name:** Building Back Better: Creating and Amending Workplace Policies in the New Employment Age

**Guest(s):** Nicola Martin

**NICOLA MARTIN**

**Partner, Labour and Employment Practice Group,  
Squire Patton Boggs**



Nicola Martin is a partner in the Labour & Employment Practice Group. She is a highly regarded lawyer with two decades' experience advising clients on the full spectrum of employment relations, industrial relations and human resources matters.

Nicola's focus is on how she can best support her clients in their strategic objectives, while navigating a heavily regulated environment. She is not only reactive to their issues, but also particularly enjoys rolling out proactive training to boards, management, HR teams and employees on employment issues. Nicola often guides clients through discrimination, bullying and harassment issues, as well as the day-to-day aspects of the employment life cycle, including advice around recruitment, managing employee performance and conduct issues, workplace change and redundancies, drafting and reviewing employment and contractor agreements, conducting workplace investigations, restraint of trade queries, drafting collective agreements and advising on terminations. She has a particular interest in global mobility issues and enjoys providing support to the Corporate team, providing advice on the employment aspects of mergers and acquisitions.

Nicola regularly represents clients in a variety of courts and tribunals, including the Federal Court, Supreme Court and Fair Work Commission.

Secondments to a major financial institution, a transport corporation and a multinational infrastructure organisation have provided Nicola with invaluable insights into her clients' priorities and how to support them achieve their people and culture objectives. Nicola's practical, commercial advice is valued by senior management, boards and HR teams within multinational corporations, insurers, SMEs and family-owned enterprises in the private sector, as well as government and other public sector clients.

DAVID TURNER

Host



David Turner has a gift for teasing out people's stories, so it's no wonder he is Hearsay's host. With a double Bachelor of Arts and Laws from Macquarie University, he is also an MBA candidate at UNSW's Australian Graduate School of Management.

When he isn't interviewing people on Hearsay, David is a lawyer at Assured Legal Solutions, a boutique financial services law firm located in Sydney's CBD. Prior to joining Assured, he was called to the NSW Bar, and is a former President of NSW Young Lawyers and a former Councillor of the Law Society of NSW.

David spends the little downtime that he has left reading historical fiction and tinkering on home improvement projects.

You can access David's bio on the Assured Legal Solutions website [here](#).