



## “Workplace Investigations & Outcomes”

### Meet our expert panel members

#### [Richard Tait & Helen Carayannis – H&R Workplace Strategies](#)

Richard has 25 years’ experience in workplace relations working in a variety of industries including education, councils, health, hospitality, real estate and construction. Prior to founding H & R Workplace Strategies Richard worked for ClubsNSW as Executive Manager Workplace Relations where he provided professional, strategic and legal advice on a myriad of workplace relations and human resource issues.

Helen is a trusted strategic partner to industry, private and public enterprise in the specialised area of employment and industrial law. She is also recognized for her experience in managing and conducting complex workplace investigations. She has considerable experience managing other lawyers, unions and employee representatives as part of this process and always ensures that she works with clients to establish appropriate frameworks for the investigation, set required timelines and advise clients on how to manage their business whilst the investigation is taking place. Helen adopts a consultative approach to her investigative work to ensure the conclusion of the investigation is consistent with the client’s needs.

#### [Ralph Warren, Hunter Street Chambers](#)

Ralph specialises in the areas of employment and industrial law, work, health and safety, statutory general employment protections and discrimination law. He has over 30 years’ experience advising and appearing for clients in all aspects of employment-related law, including statutory enforcement, award and agreement-making, interpretation and enforcement, restraints in employment contractual provisions and unfair termination cases. Prior to being called to the Bar, Ralph held several senior managerial positions in employer industrial organisations.

#### [Deputy President Saunders, Fair Work Commission](#)

DP Saunders was appointed to Commissioner in 2015 and has held the Deputy President position since December 2018. Prior to the FWC, he was a Barrister specialising in workplace relations litigation including employment claims, industrial disputes, discrimination and work health and safety. DP Saunders was admitted as a solicitor in 1998 and was later rated in Doyle’s Guide to the Legal Profession as a leading employment and workplace relations barrister.