

My Profile

Kar Men began her legal career as a litigator, where she was trained to handle a broad range of contentious matters including commercial and corporate disputes, estate administration, debt recovery, strata management disputes, family law, and medical and personal injury claims. Her years in litigation developed a disciplined approach to analysing facts, assessing evidence, identifying legal risks and building a case from the ground up.

Her experience in the courtroom also gave her valuable insight into how workplace disputes can escalate when issues are not addressed properly at the outset. This led her to transition into industrial relations and employment advisory work, where she now works closely with employers to manage workplace matters proactively, fairly and in accordance with legal requirements.

Kar Men advises and supports employers on a range of employment and industrial relations matters, with particular focus on misconduct investigations, domestic inquiries, disciplinary processes, performance management, employee grievances and workplace disputes. She also assists with separation processes, including mutual separation schemes and retrenchment exercises, helping employers navigate sensitive employment decisions with greater clarity and confidence.

With a litigator's eye for evidence and procedure, Kar Men brings a practical perspective to HR and industrial relations. She understands that effective employee management is not simply about having the right policy or taking the quickest course of action, but about ensuring that decisions are supported by proper evidence, consistent processes and sound legal reasoning.

As a consultant, Kar Men is committed to helping organisations address employment issues before they become disputes. Her approach combines legal knowledge with practical, business-focused advice, enabling employers to develop HR practices that are not only compliant, but fair, consistent and defensible when challenged.

**KARMEN
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tomorrow's
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