



DISPUTES & INVESTIGATIONS

DISPUTES. INVESTIGATIONS. INJURIES. MANAGED WITH CONFIDENCE.

Whether you're facing a claim, conducting an investigation, or managing an injured worker, we'll guide you through every step. Our team delivers practical solutions to protect your people and your business.

Our Key Areas of Support

Employment Disputes & Representation

Advice and advocacy for unfair dismissal, bullying, discrimination, and wage disputes.



Internal Investigations & Risk Management

Fair and compliant processes for handling misconduct, grievances, and safety issues.



Injured Workers & Return-to-work Advice

Support with injury claims, RTW plans, and managing fitness for work.

HOW WE CAN HELP



Employment Disputes and Representation

- Responding to unfair dismissal and general protections claims
 - Defending bullying, discrimination, and harassment complaints
 - Representation before the FWC, courts, and relevant tribunals
 - Settlement negotiations and strategic resolution planning
 - Advocacy in workers compensation and stress-related claims
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Internal Investigations and Risk Management

- Independent or guided investigations into misconduct, grievances, or WHS issues
 - Step-by-step support for in-house HR or management-led processes
 - Advice on procedural fairness, evidence handling, and confidentiality
 - Drafting investigation plans, outcome reports, and letters of findings
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Injured Workers and Return-to-work Advice

- Liaising with insurers, treating doctors, and injured employees
 - Reviewing capacity, alternate duties, and return-to-work plans
 - Navigating WorkCover and workers compensation obligations
 - Advice on termination during illness or injury-related absences
 - Managing long-term absences and fitness assessments
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WHY HIKARI?



Legally sound.
Commercially focused.



Experienced in
employment & injury law



Clear processes,
practical outcomes.



Trusted by HR teams
and industry leaders

