

# Charlotte Parkhill

## Partner



Partner

Auckland

D +64 9 914 7259

M +64 21 191 8881

[charlotte.parkhill@dentons.com](mailto:charlotte.parkhill@dentons.com)

## Overview

Charlotte is a partner in our employment team. She helps her clients deal with complex employment issues, both contentious and non-contentious, including collective bargaining, restrictive covenants, restructuring, discipline and dismissals and policy issues.

Charlotte is an accomplished litigator, having appeared as Counsel in the regulatory, criminal and employment jurisdictions. She is also focussed on dispute resolution procedures in the workplace and provides solution-focussed, pragmatic and responsive advice to her clients.

Charlotte assists a wide range of international companies, New Zealand corporates, SMEs and other organisations on any issues that arise with their employees, including personal grievances, restraints of trade and restructures. She also has extensive experience with assisting clients with compliance with the Holidays Act and issues that arise under the Human Rights Act. Her background as a criminal prosecutor also provides specialist expertise in carrying out investigations into matters such as fraud, bullying, harassment and theft.

Charlotte is committed to achieving commercial outcomes to difficult employment issues through understanding her client's business objectives and how they want to manage their people.

Charlotte is also the Chair of the Board for the Auckland Business Chamber. This provides her with a valuable insight into the New Zealand business environment and access to a network of key stakeholders and decision-makers in the business and government sectors.

## Experience

- **Global retailer:** Obtained an injunction preventing an employee from disclosing potentially damaging confidential information to the media. She also obtained name suppression for her client to ensure that its brand was protected.
- **Global food company:** Assisted with collective bargaining process and managing strikes and lockouts.
- **Fisheries company:** Successfully defended a claim by a fisher that he was an employee, rather than an independent contractor.

- **Emergency service:** Conducted an extensive investigation into a complaint of bullying and harassment.
- **A large construction company:** Advised on a complaint brought by a third party to the Human Rights Commission, which resulted in a defended hearing in the Human Rights Review Tribunal. The case was dismissed.
- **Retailer:** Carried out a Holidays Act audit and provided advice on managing interactions with the Labour Inspector on issues arising under the Holidays Act 2003.

## Recognition

- *The Legal 500 2021:* Ranked as 'Next Generation Partner'.
- *The Legal 500 2021:* Recommended Lawyer.
- *Chambers Asia Pacific 2020 and 2021:* Ranked.
- *The Legal 500 2020:* Ranked.

## Insights

- Co-author, "To pay or not to pay: Employer obligations under Alert Levels 2 and 3," *Dentons Kensington Swan Newsflash*, August 18, 2020
- Co-author, "Independent contractor or employee - more from the Employment Court," *Dentons Kensington Swan Newsflash*, May 28, 2020
- Co-author, "Independent contractor or employee – a 'land-mark' decision," *Dentons Kensington Swan Newsflash*, May 12, 2020
- Co-author, "Restructuring amidst COVID-19: Practical tips for employers," *Dentons Kensington Swan Newsflash*, April 23, 2020
- Co-author, "COVID-19: Key considerations for employers," *Dentons Kensington Swan Newsflash*, March 26, 2020
- Co-author, "Update for employers on government COVID-19 package," *Dentons Kensington Swan Newsflash*, March 18, 2020

## Activities and Affiliations

- Chair of the Board for the Auckland Business Chamber (the Auckland Chamber of Commerce)

## Prior and Present Employment

- Dentons Kensington Swan (formerly Kensington Swan), 2011 – Present
- Auckland Business Chamber, 2018 – Present
- Field Fisher Waterhouse, 2007 – 2010
- Meredith Connell, 2005 – 2007

## Areas of focus

## Practices

- Employment and Labour
- Litigation and Dispute Resolution
- Public Policy and Regulation

## Industry sectors

- Government

## Education

- University of Canterbury, 2002, Political Science
- University of Canterbury, 2002, Bachelor of Laws, LLB

## Admissions and qualifications

- Barrister and Solicitor, High Court of New Zealand, 2003