



SYMPOSIUM

Program

60 mins **Implications of the Pascua Fair Work decision**

On 27 June 2025, the Full Bench of the FWC handed down a decision on the question of whether Ms Joanna Pascua, a paralegal working remotely in the Philippines for a law firm based in Queensland, was unfairly dismissed and could thereby receive compensation under the Fair Work Act.

Ms Pascua worked as a paralegal for a law firm. The firm operated solely out of premises in Queensland, Ms Pascua lived and performed work from in the Philippines at her home. The Full Bench found that employees based overseas can apply to the Fair Work Commission (“Commission”) for unfair dismissal, so long as they have a direct contractual relationship with an Australian employer that controls the performance of their work.

The decision may have a major impact on cross-border outsourcing arrangements both within and without the legal industry. Our presenter will speak to some of the many implications it could have for industry.

Presenters:

Andrew Ross, Partner, Longton Blackwell

Stephen Hughes, Partner, Longton Blackwell

Chair: **Kate Brodnik**, Principal Policy Solicitor, Queensland Law Society





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Kate Brodnik

Kate Brodnik is a Principal Policy Solicitor at the Queensland Law Society. She works closely with several QLS legal policy committees, including the Industrial Law Committee, supporting their responses to law reform issues on behalf of QLS members. Kate joined QLS in 2016 and brings a background in personal injuries litigation.



Stephen Hughes

Stephen holds a LLB from UQ & LLM from QUT. He was admitted as a solicitor in 1991, & has >35 years' experience working across employment, health & safety and compensation law. Stephen is also admitted in the High Court of Australia.

In the employment law sphere, Stephen acts for select clients across a full range of workplace relations, industrial relations and employment law matters ranging from front end enterprise bargaining strategizing to back end unfair dismissal and adverse action litigation, HR policy and procedure drafting to anti-bullying and harassment matters, and work health and safety compliance to Notifiable Incident notifications and prosecution defences.

Stephen has been a committee member of the LAWASIA employment group for over 11 yrs.

Stephen is a QLS Accredited Specialist (personal injuries) of over 25 years' standing.

Stephen is a regular presenter at CPD events on personal injuries & employment law in Australia and overseas.



Andrew Ross

Andrew Ross is a Partner in the Longton Blackwell Employment and Work Health and Safety practice. Andrew is a former Assistant Crown Solicitor with 20 years experience in employment law and work health and safety. Stephen Hughes is a Partner in Longton Blackwell's Employment Practice with vast experience preparing Enterprise Agreements and litigating employment disputes. Stephen also has deep personal injury law experience.
