



NZMEA HR Advisory Services

The New Zealand Manufacturers and Exporters Association offers an HR Advisory Service to give members access to the latest information on employment relations advice. Brannigans Human Capital, Lane Neave, McPhail Gibson & Zwart, Next Step Solutions and Swarbrick Beck MacKinnon are the NZMEA's HR Advisory Service and together, will support NZMEA members with up to date and accurate advice.

Madeleine Hawkesby, LL.B, B.A. Employment Law Specialist – Brannigans Human Capital



Madeleine specialises in providing employment law and employment relations advice to employers. She acts for a number of employers who appreciate her practical, ethical and legally sound approach to resolving employment issues.

Madeleine has over 10 years experience in employment law and HR and enjoys building a strong relationship with her client's and understanding their business. She aims to provide practical, business-focused advice, utilising not only her employment law knowledge, but her HR skills and knowledge.

Andrew Shaw - BA, LL.M (Hons) – Lane Neave



Andrew Shaw specialises in all aspects of employment law including accident compensation and health and safety. He also has a special interest in energy law and immigration.

Andrew has extensive knowledge of legislation and case law relating to his speciality areas and he strives to use this knowledge to ensure his clients maximise their opportunities in areas such as better management and staff relations. His clients include a number of Tribunals, Authorities, District, High and Employment Courts as well as the Court of Appeal.

Neil McPhail, LL.B – McPhail Gibson & Zwart



Neil McPhail has over 28 years experience in employment relations including working as an Advocate for the Canterbury Employers' Association and as Managing Consultant for Employers' Consultants Limited.

A director of McPhail Gibson & Zwart Ltd, Neil has extensive experience in employment law matters having negotiated numerous individual and collective agreements, and has regularly represented employers in both the Employment Relations Authority and the Employment Court as well as assisting numerous employers in Mediation hearings.

Juanita Wilson - Next Step Solutions



Juanita works as an HR Consultant for her own company, Next Step Solutions Limited. Working in areas of general human resource management and employee relations, Juanita offers a practical common sense approach to your HR challenges.

With over 30 years combined experience in manufacturing, retail, distribution administration and professional environments, Juanita will provide advice on human resources and health and safety process and systems, recruitment and selection, skill assessments, performance review systems, training and development and change management.

Penny Swarbrick – Swarbrick Beck MacKinnon - Auckland



Penny is a partner at Swarbrick Beck MacKinnon. She has a Bachelor of Laws (Auckland) and nearly thirty years of broad legal experience.

Penny has advised and represented many of New Zealand's largest employers in bargaining, dispute resolution, restructuring, management of change, consultation and litigation in both employment and civil jurisdictions. She is regarded as an outstanding advocate and has appeared in many leading cases at all levels including the Court of Appeal.