

## **Ms Lea Drake – bio**

Ms Drake's experience encompasses a broad spectrum of industries with Commonwealth and state coverage.

In addition to 17 years in private legal practice, Lea has had 28 years of tribunal experience in the Fair Work Commission and the Law Enforcement Conduct Commission. Lea continues to serve on domestic sport related misconduct tribunals, community organisations and a related board.

Lea has resolved disputes across the entire spectrum of industries within the coverage of the Fair Work Commission and as a solicitor. This occurred in industry wide disputes and at the local level involving large national employers as well as small to medium single employers.

Lea has had extensive mediation training and experience as a member of the Fair Work Commission. She has conciliated thousands of applications to successful resolution.

Lea conducted many investigations at the Fair Work Commission which led to resolution of disputed issues through settlement or findings and orders. Investigations of possible misconduct and maladministration were her core work at the Law Enforcement Conduct Commission where she published 28 single and 6 joint reports whilst she was the Commissioner for Integrity.

Lea is adept at identifying the causes of misconduct & corruption and the institutional risks that allow or encourage such behaviours. This was her core function at the Law Enforcement Conduct Commission, where she made recommendations for institutional change to prevent future occurrences.

Most recently, through investigation & reporting conducted by the Law Enforcement Conduct Commission, Lea identified the need for cultural & operational change in the New South Wales Police Force. Lea delivered, through cooperative processes and collaboration with senior officers, significant beneficial organisational change in the New South Wales Police Force.

During her tribunal service Lea undertook many speaking engagements at seminars, continuing legal education events, for individual employer and employee organisations and at universities to enhance understanding of tribunal jurisdiction and processes.