Peter Willink
Barrister

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AREAS OF PRACTICE

Discrimination Law
Employment Law
Harassment & Bullying
Industrial Law
Professional Discipline
Restraints of Trade
Workplace Health & Safety

ADMISSIONS

Admitted to the Bar: 2025

Admitted to Practice: 2020

QUALIFICATIONS

Graduate Diploma of Legal Practice, Australian National University

Diploma of Law, Legal Profession Admission Board

Bachelor of Economics and Social Sciences, University of Sydney

RECOGNITIONS

Doyle's Guide Recommended Employment Law Junior Counsel, NSW, 2026

Best Lawyers: Ones to Watch (Labour and Employment Law) 2024, 2025, 2026

Winner, The McCallum Medal 2019

ABOUT

Peter is a barrister specialising in employment, industrial relations, and work health and safety law. He brings more than a decade of experience advising and representing clients in complex workplace disputes, regulatory matters, and litigation.

BACKGROUND

Before being called to the Bar, Peter worked in a leading national firm, employer associations, and the Fair Work Commission, giving him a comprehensive understanding of both advocacy and advisory work. His background enables him to provide strategic, pragmatic advice and effective representation across a wide range of workplace issues.

Recognised in Best Lawyers: Ones to Watch (Labour and Employment Law) in 2024 and 2025. Peter accepts briefs in all areas of law and across different jurisdictions.

PROFESSIONAL EXPERIENCE

Kingston Reid (5 years)
Graduate Lawyer/Lawyer/Associate/Senior Associate

Australian Industry Group (1.5 years)
Special Counsel/Senior Adviser/Adviser

Fair Work Commission (2.5 years)
Associate to Deputy President PJ Sams AM

Commonwealth Bank of Australia (1.5 years)
Workplace Relations Specialist

Registered Clubs Association of NSW (2.5 years)
Workplace Relations

SELECT CASES

- *Variation on the Commission's own initiative — Clerks—Private Sector Award 2020* (**Clerks Working from Home Case**) (variation of modern award. Unled. Instructed by The Australian Industry Group).
- *Randall v **Sydney Trains*** [2026] FCA 1246 (defending injunction under AHRC Act. Unled. Instructed by Sparke Helmore)
- *Application by Shop, Distributive and Allied Employees' Association (Junior Rates Case – Transitional Rates))* [2026] FWCFB 222 (application to vary modern awards. Led by Matthew Follett KC. Instructed by the Australian Industry Group)
- *Andrews v **Commissioner, Fire and Rescue NSW**; Murrell v Commissioner, Fire and Rescue NSW* [2026] NSWIRComm 1062 (unfair dismissal applications. Unled. Instructed by Minter Ellison).
- *Leismann v **Services Australia*** [2026] FWC 2689 (unfair dismissal application. Unled. Instructed by McInnes Wilson).
- *Alfaraon v **Secretary, NSW Department of Education*** [2026] NSWIRComm 1059 (successful application for summary dismissal. Unled. Instructed by Sparke Helmore)
- *Treffry v **BlueScope Steel Ltd*** [2026] FedCFamC2G 1071 (general protections court application. Unled. Instructed by Kingston Reid)
- *Narwal v **Scape Australia Management** [2026] FWCFB 116 (appeal. Unled. Instructed by Herbert Smith Freehills Kramer)*
- *Sarson v **Fire and Rescue NSW (No 2)*** [2026] NSWIRComm 1043 (victimisation claim under IR Act. Unled. Instructed by Kingston Reid)
- *Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (128V) v **Dynamic Electrical Constructions t/as Dynelec Australia*** [2026] FWCFB 107 (Appeal. Unled. Instructed by NECA Legal)
- *Narwal v **Scape Australia Management*** [2026] FWCFB 93 (appeal. Unled. Instructed by Herbert Smith Freehills Kramer)
- *Wibmer v **Fujifilm Data Management Solutions Pty Ltd*** [2026] FWC 835 (unfair dismissal. Unled. Instructed by Kingston Reid)
- *Application by the Australasian Meat Industry Employees' Union re cleaning work at **Bartter Enterprises'** poultry processing facility* - [2026] FWC 795 - 17 March 2026 - Saunders DP (s.306E - application for a regulated labour hire arrangement order. Led by Matt Minucci. Instructed by Kingston Reid)
- *Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia (128V) v **Dynamic Electrical Constructions t/as Dynelec Australia*** [2026] FWC 824 (s.418 application to stop unprotected industrial action. Unled. Instructed by NECA Legal)

SELECT CASES

- ***Victorian Hospitals Industrial Association*** *v Health Services Union and Ors* [2026] FWC 508 (s.418 application to stop unprotected industrial action. Led by Jack Tracey KC. Instructed by Corrs Chambers Westgarth)
- *Prakash v* ***The Hospitals Contribution Fund of Australia*** [2026] FWC 175 (unfair dismissal,. Unled. Instructed by Pinsent Masons)
- *Narwal v* ***Scape Australia Management*** [2026] FWC 305 (unfair dismissal. Unled. Instructed by Herbert Smith Freehills Kramer)
- *Smith v* ***Toll Transport*** [2026] FWC 5 (s.739 dispute arising under enterprise agreement. Unled. Instructed by Herbert Smith Freehills Kramer)
- ***Haslam*** *v SAE Institute [*2025] FWC 382 (unfair dismissal. Unled. Instructed by Rockliffs Lawyers)