



HERBERT
SMITH
FREEHILLS



NICHOLAS OGILVIE

PARTNER

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Nick advises clients on critical, strategic employment and industrial relations matters.

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BACKGROUND

Nick holds a Bachelor of Laws (Honours) and a Bachelor of Commerce from the University of Melbourne. He is admitted as a barrister and solicitor of the High Court of Australia, the Federal Court of Australia and the Supreme Court of Victoria.

KEY SERVICES

[Industrial Relations](#)
[Employment](#)

KEY SECTORS

[Manufacturing and Industrials](#)
[Ports](#)

EXPERIENCE

Nick works with clients on employment law matters from start to finish – from strategy formulation, analysis of risks and opportunities, advocacy and representation in courts and tribunals, right through to resolution.

Nick works with clients on enterprise bargaining and agreement making; industrial disputes and employer responses to industrial action; dispute resolution and agreement interpretation; responding to employee claims; outsourcing, restructuring and transfer of employment; and due diligence in relation to mergers, acquisitions and major projects.

Nick helps businesses in a broad range of sectors (including aviation, building & construction, banking, manufacturing, public transport, and infrastructure & logistics). He works with clients to achieve valuable outcomes in high profile and strategic employment matters.

He uses his years of experience to understand the commercial and strategic imperatives of his clients and combines this with a creative approach to minimise risk and maximise the prospects of success. Nick connects with clients and builds deep, respected relationships.

Nick has a special interest in industrial relations in the building and construction industry, (including Australian Federal Code compliance).

He is a highly regarded advocate and regularly appears for clients in the Fair Work Commission and other Courts and Tribunals.

Nick's recent experience includes advising:

- a leading international property and infrastructure group on its national enterprise bargaining strategy for its building and construction business
- Jetstar Airways on an ongoing basis with respect to all of its employment, industrial relations matters for its Australian operations
- a global provider of investment services to institutional investors on the employment aspects of its bids for, and acquisition of, Australian port operations
- an Australian healthcare and independent & assisted living group in relation to employment and transitional matters in its purchase of the former NSW Home Care Services