

Leigh Howard



Leigh's practice spans industrial relations, regulatory and public law.

QUALIFICATIONS

Master of Laws
Bachelor of Laws (Hons)
Bachelor of International Relations
Advanced Diploma in Japanese

CORRESPONDENCE

P 03 9225 8558
F 03 9225 8668
E leigh.howard@vicbar.com.au

CHAMBERS

Aickin Chambers
Level 21 Room 4
200 Queen Street
Melbourne VIC 3000

COMMERCIAL LAW

Consumer Credit | Consumer Law | Corporations & Securities | Sports Law | Superannuation

EMPLOYMENT & INDUSTRIAL

Appellate | Confidential Information | Discrimination | Employment Contracts | Industrial Disputes | Public Sector Appeals | Restraint of Trade | Statutory Employment Rights | Work Health & Safety | Workers Compensation

PUBLIC LAW

Administrative Law | Civil & Human Rights | Constitutional Law | Discrimination | Judicial Review

He is briefed nationally for industrial relations work and has experience in all types of applications under the *Fair Work Act 2009* (Cth). His work in this area is routinely recognised by Chambers and Partners, Doyle's Guide, the Legal 500 and the AFR's Best Lawyers.

His public and regulatory practice extends to consumer, financial services, occupational health and safety, environment, discrimination and human rights. He has particular experience in civil penalty proceedings and white collar crime, and has acted for and against Australia's most prominent regulators. He is known for his grasp on statutory construction, constitutional, judicial review and regulatory enforcement principles.

"Leigh is an extremely smart and pragmatic operator. He is involved in the leading cases across Australia working with some of the most experienced senior counsel. You have great trust and confidence putting Leigh before the most sophisticated clients to run their most sensitive and important matters." – The Legal 500 Asia Pacific Guide, 2024.

Liability limited by a scheme approved under the Professional Standards Legislation

Recent Cases

NOTABLE CASES: INDUSTRIAL AND EMPLOYMENT

Australian Rail Track Corporation v RTBU & Ors [\[2024\] FCAFC 170](#); [\[2023\] FWC 1636](#) (s 424 termination, workplace determination, led by F Parry KC and I Neil SC)

Vision Australia v Elisha [\[2024\] HCA 50](#) (psychiatric injury, breach of duty, breach of contract, led by P O'Grady KC and S Gladman SC)

Re G4S Custodial Services [\[2024\] FWC 3254](#) (s 424 suspension)

Infosys v Fox [\[2024\] QCA](#) (long service leave, overseas employment, led by P Hanks KC)

CQZ21 v Kannan & Anor [\[2023\] FedCFamC2G](#) (underpayment, slavery, with S Cheligoy)

CEPU v Austal Ships Pty Ltd [\(2023\) 300 FCR 396](#) (right of entry, led by I Neil SC)

Wipro Limited v State of NSW & Anor [\(2022\) 110 NSWLR 520](#) (long service leave, overseas employment, led by Y Shariff SC)

Regional Express Holdings Ltd v AFAP [\(2021\) 290 FCR 239](#) (adverse action, coercion, threats, led by B Walker SC)

Barber v Goodstart Early Learning [\(2021\) 305 IR 38](#) (vaccination test case)

Glover v Ozcare [\(2021\) 306 IR 349](#) (vaccination test case)

Re Department of Home Affairs [\[2019\] FWCFB 143](#) (workplace determination arbitration, led by P O'Grady KC and S Meehan)

Regional Express Holdings Ltd v AFAP [\(2017\) 262 CLR 456](#) (standing, led by M Follett)

Esso Australia v AWU [\(2016\) 245 FCR 39](#) (unprotected industrial action, coercion (as instructing solicitor))

NOTABLE CASES: PUBLIC AND REGULATORY

EPA v Lactalis Australia [2025] VSC (general environmental duty, with S Cheligoy)

Lee v La Trobe University [\[2024\] VSC 472](#) (judicial review, academic judgment)

Berih v Homes Victoria [\[2024\] VSC](#) (Charter of Human Rights and Responsibilities, public housing, led by K O’Gorman SC, with T Farhall and G Cafarella)

Lesbian Action Group v Australian Human Rights Commission [\[2024\] ART](#) (discrimination exemption, freedom of expression, freedom of association)

Rehmat & Mehar Pty Ltd & Anor v Hortle [\[2023\] HCA](#) (s 109 inconsistency, led by J Bourke KC)

ASIC v AMP Superannuation Ltd & Ors [\(2023\) 168 ACSR 206](#) (unconscionable conduct, fees for no service, led by C Truong KC)

ASIC v AMP Financial Planning & Ors [\(2022\) 164 ACSR 64](#) (fees for no service, led by C Truong KC)

Lendlease v ABCC [\(2022\) 175 ALD 415](#) (implied freedom of political communication, constitutional facts, led by J Bourke KC and M Follett)

Ashby v Commonwealth [\(2022\) 402 ALR 208](#); [\(2021\) 386 ALR 23](#); [\[2021\] FCA 830](#) (PGPA Act, act of grace payment, jurisdictional error, delegation, led by J Davidson)

Burgess v Director of Housing & Anor [\[2014\] VSC 648](#) (Charter of Human Rights and Responsibilities, public housing (as instructing solicitor))

Memberships

Australian Labour Lawyers Association

Australian Association of Constitutional Law

Australian Institute of Administrative Law