

NICHOLAS WILSON

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PROFILE

I have significant workplace relations and compliance experience, having held some of the most prominent workplace relations roles in Australia.

Most recently I was a Commissioner in the Fair Work Commission for 12 years until May 2025. As a Commissioner I worked across all types of matters, collective and individual, private and public sector. I conciliated numerous complex disputes as well as arbitrating where necessary. I daily exercised mediation skills to achieve agreed resolutions of disputes.

Before appointment to the Fair Work Commission I was the first Fair Work Ombudsman, forming and leading Australia's ground-breaking workplace information and compliance agency.

The first half of my career was in South Australia and the second half working in national roles, holding four appointments to statutory roles from the Governor General. For a decade I was a Commonwealth Agency Head, with Chief Executive Officer responsibilities for the agencies I led.

CAPABILITIES

Workplace Relations: With over two decades at the center of Australia's workplace relations, I am passionate about fostering positive workplace relations.

Dispute Resolution and Enterprise Bargaining: I am skilled in facilitating negotiation of enterprise agreements and resolving individual and collective disputes. My mediation experience extends to bullying and harassment claims and separation agreements.

Workplace Compliance: I can assist with underpayment prevention and resolution, as well as the development and testing of investigation and civil litigation policies.

Board and Committee experience: As a Commonwealth Agency Head for a decade I chaired my agency's executive committees and was appointed to several other advisory boards and committees.