

# NIKKI A-KHAVARI

Year of call – 2017 (Government)  
Year of call – 2019 (Private Bar)

## DIRECT CONTACT DETAILS:

Phone: 07 3112 9075  
Mobile: 0439 996 190  
Email: [nakhavari@qldbar.asn.au](mailto:nakhavari@qldbar.asn.au)

## PERSONAL ASSISTANT DETAILS:

Kristen Edwards  
Phone: 07 3221 2182  
Email: [k.edwards@higginschambers.com.au](mailto:k.edwards@higginschambers.com.au)

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## AREAS OF PRACTICE

Employment  
Human Rights & Discrimination  
Industrial Relations  
Workplace Health & Safety  
Disciplinary Proceedings

## EDUCATION

Graduate Diploma Legal Practice, ANU (2001)  
Bachelor of Laws, QUT (Honours) (2000)  
Bachelor of Economics, Flinders University (1995)  
Graduate Diploma in Business Studies, UNE (1997)

## CAREER HISTORY

Since 2001, Nikki has worked in the areas of employment, industrial relations and discrimination law in both private and government practice. Nikki has been involved with a variety of litigation matters in both Federal and State Courts and Tribunals, and has appeared in and provided diverse and complex legal advice in a range of employment, general protections, health & safety, discrimination, industrial, sexual harassment, and workplace bullying matters.

## HIGGINSCHAMBERS

Level 29, 239 George Street  
(corner George and Adelaide Streets)  
Brisbane, QLD, 4000  
P: + 61 7 3221 2182  
[higginschambers.com.au](http://higginschambers.com.au)

## SIGNIFICANT CASES

### STOLEN WAGES CLASS ACTION – PEARSON V STATE OF QUEENSLAND

Acting for the State of Queensland in the “Stolen Wages” class action before the Federal Court of Australia regarding allegations of breach of trust, fiduciary duty and discrimination by approximately 10,000 Aboriginal and Torres Strait Islander people. Led by Andrew Crowe QC and Chris Murdoch QC, with other co-counsel, where the matter was settled after approximately three years for a settlement of \$190 million.

### LAM V GOLD COAST HOSPITAL AND HEALTH SERVICE

Acting for the *Gold Coast Hospital and Health Service* in an Industrial Court appeal by Mr Lam against the decision of Deputy President Merrell to dismiss Mr Lam’s reinstatement application, where the appeal was dismissed.

Link to case: [Lam v Gold Coast Hospital and Health Service \[2021\] ICQ 10 \(24 June 2021\)](#)

### SMITH V SANREEF PTY LTD & ORS

Acting for Sanreef Pty Ltd & Ors regarding alleged direct discrimination against Mr Smith on the basis of race and racial vilification, where the complaint was dismissed.

Link to case: [Smith v Sanreef Pty Ltd & Ors \[2020\] QCAT 353 \(17 June 2020\)](#)

### MAHER V ISAAC REGIONAL COUNCIL

Acting for Isaac Regional Council, where reinstatement application withdrawn prior to hearing and costs awarded against Mr Maher under s 545 of the *Industrial Relations Act 2016 (Qld)*.

Link to case: [Maher v Isaac Regional Council \[2020\] QIRC 191 \(15 October 2020\)](#)

### BOND V MULTICAP LIMITED

Acting for *Multicap Limited*. in interlocutory application by Ms Bond under s 144(1) of the *Anti-Discrimination Act 1991 (Qld)*, to prevent Multicap from terminating her employment pending the resolution of her discrimination complaint.

Link to case: [Bond v Multicap Limited \[2020\] QIRC 51 \(6 April 2020\)](#)

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