



GREENWAY CHAMBERS

Josh Martin

Solicitor 2017 / Barrister 2024

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Background

Josh Martin specialises in employment and industrial relations, and sports law.

Before to coming to the Bar, Josh was an Associate at the Fair Work Commission, a solicitor at a large private law firm, and the Senior Legal Officer at the Australian Manufacturing Workers' Union. At the AMWU, he was responsible for the strategic implementation of the union's legal objectives and appeared in the Local Court, Fair Work Commission, Federal Circuit Court, and Federal Court of Australia.

Josh is acutely aware of the stress clients endure throughout litigation and takes proactive steps to alleviate this through his collaborative and empathetic approach to running matters. Josh also utilises his meticulous attention to detail and pragmatism in advancing his clients' best interests in respect of both dispute resolution and contested litigation.

Outside the law, Josh enjoys being active outdoors, listening to and recording music, as well as playing and watching a variety of sports, including AFL, basketball, cricket and rugby league.

Qualifications

2016 Bachelor of Laws, Macquarie University

2016 Bachelor of Commerce, Macquarie University

Recognition

Josh has been ranked in the Best Lawyers Australia, Ones to Watch 2026 for Labour and Employment Law.

Areas of Expertise

Awards and Work
Value

Employment/Industrial Disputes
and Industrial Action

Sports
Law

Unfair
Dismissals

Enterprise Agreements and
Workplace Determinations

Awards and Work Value

Public Hospitals Doctors (State) Award 2025 & Ors.

Wage and related claims for NSW doctors; application of wage fixation principles (matter ongoing).

Fire + Rescue NSW Firefighting Staff Awards 2024.

Increased wages for NSW firefighters of 14%, plus 1% superannuation, as well as the introduction or expansion of various conditions (e.g. allowances for RPAS, HAZMAT and major/minor aerial work; increasing the base allowance where more than one rescue qualification is held; on-call, disturbance and intrastate/interstate deployment allowances; and increasing the minimum payment for retained firefighters).

Employment/Industrial Disputes and Industrial Action

Nicholas Fox v NQM Gold 2 Pty Ltd [2025] FedCFamC2G 2034

Leading authority on the protection of employees discussing remuneration per s.333B of the FW Act; applicant successfully claimed he was terminated for exercising workplace rights by discussing remuneration and making complaints or inquiries in relation to his employment.

Karlene Chandler v Westpac Banking Corporation [2025] FWC 3115

Leading authority on obtaining full-time remote working arrangement.

W & K Consulting Pty Ltd v Leda Management Services as trustee for Leda (NSW) Finance Trust (No 2) (District Court of New South Wales, 16 June 2025, unreported).

Plaintiff entitled to an implied reasonable notice period in the amount of five months' pay (led by J. Darams SC)

Central Goldfields Shire Council v ASU [2025] FCAFC 59.

Successful defence of judicial review application seeking to quash a decision of the FWC Full Bench making a single interest employer authorisation (led by L. Saunders).

Australian Federal Police v Police Federation of Australia [2024] FWC 2286.

Successfully defended s.418 application seeking orders to stop industrial action (led by L. Saunders).

TWU v Toll Holdings Pty Ltd [2024] FWC 2738.

Employees entitled to enterprise component of redundancy pay above the NES

Unilever Australia Trading Ltd T/A Streets Ice Cream Minto v AMWU [2024] FWCFB 248.

Resisted appeal regarding union's successful application regarding entitlement to a heavy vehicle driving allowance under the incorporated award.

AMWU v Opal Packaging Australia Pty Ltd [2022] FWCFB 231.

Union's construction upheld on appeal preserving an entitlement to bank hours towards time off work.

Enterprise Agreements and Workplace Determinations

Application by Transdev Sydney Pty Ltd & Great River City Light Rail Pty Ltd [2025] FWCFB 140.

Workplace determination leading to 16% increase in wages for light rail employees (led by L. Saunders)

AMWU v Sublime Infrastructure Pty Ltd & CEPU [2024] FWCFB 432.

Approval of enterprise agreement quashed on appeal due to the absence of genuine agreement.

Sports Law

North Sydney Bears v NSW Rugby League (NSWRL Tribunal, 2 March 2025).

Charge of alleged on-field slur dismissed.

North Sydney Bears v NSW Rugby League (NSWRL Tribunal, 30 April 2025).

Downgraded to one match suspension for contrary conduct.

Unfair Dismissals

Alvin Kumar v Opal Packaging Australia Pty Ltd [2023] FWC 2090.

Reinstatement orders for dismissal involving alleged non-compliance with lock out tag out procedure.

Opal Packaging Australia Pty Ltd v Pece Calovski [2025] FWCFB 16.

Resisted appeal of successful unfair dismissal application involving reinstatement.
