

EMPLOYMENT, PENSIONS & BENEFITS

DID YOU KNOW?

1

We have a highly rated, top end employment practice acting mainly for employers, with a focus on protection of business critical assets, information (contractual provisions relating to confidential information and litigation to enforce them), and people (post-termination restrictions and team moves).

2

We frequently advise on “cutting edge” pension issues, including matters involving the exercise or potential exercise of Pension Regulator powers. Due to the strength of our corporate practice, we are one of the best teams for handling pensions in corporate transactions and restructurings.

3

Our employee share schemes and incentives practice advises on the full range of employee incentive schemes including tax efficient HM Revenue & Customs approved schemes.

WHAT DOES THE TEAM DO?

Employment:

- Key hires and executive terminations
- Restrictive covenants and team moves
- Boardroom disputes
- LLP member exits
- Employment Tribunal and other employment litigation and disputes
- Redundancy, collective consultation and industrial relations
- TUPE and corporate restructuring
- Corporate transactions
- Day-to-day HR issues
- Data privacy

Pensions:

- Pensions in corporate transactions and restructurings
- Advice to corporate and trustees on managing pension scheme liabilities
- Technical pensions advice
- Pensions litigation

Employee share schemes and incentives:

- Advising listed and unlisted companies on the full range of employee incentive schemes and other remuneration issues
- Designing and implementing all kinds of incentive schemes appropriate to their circumstances and objectives, including taxation, company law and regulatory implications

CLIENT PROFILE

- Large corporates particularly financial services, hedge funds and private equity houses
 - Media and sports corporates
 - Private wealth family offices/individuals
 - Management teams
 - Hotels
 - Not-for-profit organisations
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WORK HIGHLIGHTS

LARGE LISTED CLIENT

Advising a large listed client in relation to a contested European team move and related UK employment disputes over confidentiality, breach of covenant and fiduciary duty.

GROSS MISCONDUCT

Co-ordinating the dismissal of senior executives across six jurisdictions for gross misconduct, arising from their attempt to orchestrate and/or participate in a conspiracy to purchase the company or its business at an undervalue.

GLOBAL BRAND RESTAURANT CHAIN

Advising the sponsoring employer of the UK scheme in relation to a number of different pension litigation issues. These have included advice in relation to professional negligence claims and a rectification claim stemming from a complex series of historical rule amendments.

LARGE LISTED COMPANY

Advising a listed financial services company on its merger with another listed entity. The merger involved redundancies in both organisations, and was carefully structured to avoid the application of TUPE.

MONARCH AIRLINES

Advising the shareholders of Monarch Airlines, against the backdrop of threatened insolvency proceedings, in agreeing a "regulated apportionment arrangement" (regarded by the Pensions Regulator as only available in exceptional circumstances) for the transfer of the Monarch Airlines Limited Retirement Benefits Plan to the Pension Protection Fund without insolvency events for the sponsoring employers.

ROKOS

Advising Chris Rokos in a high-profile dispute with Brevan Howard (of which he was a founding partner) concerning the enforceability of lengthy restrictive covenants. The case has now settled, clearing the way for our client to launch a new asset management business and in respect of which we continue to advise on all employment matters.
