



Georgina Hirsch
Year of Call: 2009



Georgina joined the Bar in 2009 after a successful 15 year career as a solicitor. Her experience is reflected in performance well above her call. Her first Supreme Court appearance was in 2013 (see news items).

She has been praised for her clear advice, persuasive advocacy, and excellent client service.

In 2015, she was appointed Junior Counsel to the Attorney General (C Panel) and was ranked by the Legal 500 as Tier 1 leading junior for IT & Telecoms (Regulatory).

In addition to case by case instructions she has continuing instructions from a US entity on both competition and employment law issues and is retained by a global retailer as their employment law adviser for all their UK operations.

During her time as a solicitor, Georgina spent 6 years in a Legal Aid firm, specialising in employment, personal Injury and Judicial Review gaining advocacy experience in ETs, CICA appeals, and interlocutory hearings. She then joined the Engineering Employer's Federation, gaining experience of respondent work within the field of employment, before becoming Head of Employment at Taylor Willcocks solicitors.

She obtained an MBA before spending her last 7 years as a solicitor working in-house as Director of Legal Services at what became the UK's largest union, with 2.2 million members covering engineering, transport, banking, health professionals, printers, construction workers, and many others.

She is regularly invited to speak on both employment and competition law issues. Recent examples include her speaking on:

- 'The 2015 Midyear Meeting of the ABA International Labour and Employment Law Committee' in Barcelona, May 2015
- 'Cutting Edge Issues in Discrimination Law' at the American Bar Association International Labor Law Conference in Tel Aviv, May 2014
- Various talks to law firms, most recently on 'The New Concurrency Regime in Competition Law', April and May 2014, 'Concurrency 5 months on' in September 2014, 'The significance of contractual negotiations in the interpretation of telecoms contracts' in October 2014 and a series on 'Employee Representation' over October and November 2014.

She also regularly writes for both legal practitioners and for non-legal specialists. In addition to the articles linked to this profile, she writes the age discrimination section for Bloombury's Discrimination Law Encyclopaedia, is an anonymous author of the legal section of a monthly magazine, and during her pre-barrister career she had a sideline as the legal columnist for a national newspaper.

Recommendations

Acts on behalf of operators in disputes in the CAT regarding telecoms regulatory and competition matters. Previously an experienced solicitor, sources rate her as a solid practitioner. **"A capable litigator with good written skills who offers excellent support to silks in major cases."** Sole junior for BT regarding its costing for Ethernet services. - *Telecommunications, Chambers UK 2018*

"She is incredibly hardworking, thorough and intellectually incisive." - *IT and Telecoms (regulatory), Legal 500 2017*

Brings to bear 15 years' experience as a solicitor. She acts on behalf of operators in disputes in the CAT regarding telecoms regulatory and competition matters. **"She's extremely likeable and a really excellent team player."** **"She's very diligent and very good at researching."** - *Telecommunications, Chambers UK 2017*

Ranked as a Leading junior for 'IT and Telecoms: Regulatory', Georgina Hirsch is **"Very personable, efficient and dedicated."** - *Legal 500 2016*

Highlighted for her work on a range of telecommunications cases, she has appeared in the CAT and the Court of Appeal. Interviewees commend her for her deep knowledge of the telecoms market. "In terms of research skills and the ability to plough through documents, she is incredibly good." "Very personable and very knowledgeable." Acted as a junior for BT in an Ofcom case concerning Ethernet pricing. - *Telecommunications, Chambers UK 2016*

"A dedicated and bright junior." - *IT and Telecoms - Telecoms: regulatory, Legal 500 2015*

"...great advocacy.." - *Sarah Hemsley, General Counsel, Harrods*

"Georgina has great tactical and strategic skill as a result of her career as a solicitor and legal officer and adds great value as a barrister" - *Victoria Phillips, Head of Employment Law, Thompsons LLP*

"Georgina is excellent at handling both demanding and nervous clients and at firmly dealing with opponents' witnesses and barristers." - *James Lynas at Winkworth Sherwood Law*

"Georgina is of great assistance in drafting ET pleadings and advising on ET proceedings. Her advice on employment law matters is always practical and commercial." - *Jain Rubli, Company Secretary, Body Shop*

"Excellent at providing good clear advice, she is robust in her views and liked by clients – she is highly recommended" - *David Scott, Minster Law*

Employment

Georgina has represented Claimants and Respondents in a range of final hearings and procedural hearings both in court, tribunal and EAT. She has advised and represented parties as sole counsel on the full range of employment disputes. She has particular experience in:

- individual discrimination claims for all protected characteristics, and covering direct, indirect, failure to make reasonable adjustments, harassment and victimisation;
- trade union detriment;
- unfair and constructive dismissal;
- breach of contract;
- redundancy and consultation rights and obligations, and
- enforcement of restrictive covenants in the High Court

She has a special interest in the cross over between commercial and competition law, and their impact in the employment sphere.

She writes the age discrimination section of Bloomsbury Discrimination Law, and regularly speaks and write on industrial and individual employment law issues.

Telecommunications & IT

Georgina Hirsch is recognised as one of the rising stars in the Devereux team. Having previously worked in industry as a solicitor, she has readily slotted in as a secondee to assist telecos. She has appeared before the Competition Appeal Tribunal in the major Ethernet case (ex ante cost orientation obligations and Ofcom's dispute resolution powers) to be hearing in the Court of Appeal in 2017, and has advised on the BCMR 2016, the Electronic Communications Code and other regulatory issues

[Click here](#) for the full transcript of the CAT's decision in *Ethernet*.

Commercial Litigation

Georgina has experience in Competition Law, most recently in the Ethernet litigation at the Competition Appeal Tribunal, and has enjoyed leveraging the financial understanding from her MBA in the course of dealing with the accounting and economics aspects of this work.

She has advised in a number of misrepresentation claims.

Regulatory & Professional Discipline

Georgina has a specialist knowledge of fines and penalties in the fields of Regulatory Law and Insurance.

She also has experience in Telecoms Regulation.

She is also experienced in the regulatory aspects of employment law and professional regulation.

Arbitration & Mediation

Georgina is a trained mediator.

Additional Information

Georgina's lecturing experience ranges from two years teaching ILEX Civil Litigation in the late '90s, to numerous employment law courses both for managers and for trade unionists, and legal conference presentations including IRS and American Bar Association international Labor Law Conferences in Washington and Beijing. Past publications include co-authoring the IER booklet on the Employment Act 2008, and her own 'Legal Eagle' monthly employment law column for the Daily Mirror.

Lectures/seminars delivered include:

- Competition Law Enforcement: the new concurrency regime
- Cutting Edge Issues in Discrimination Law (as part of a US and EU panel at 2014 ABA conference, Tel Aviv)
- The new CMA and the Telecommunications Sector
- Employment Tribunal Rule Changes 2013
- Agency Workers
- Employment Law Tips and Tricks
- Collective Agreements – Clauses Apt for Incorporation
- Acting for trade unions
- Dealing with client/funder dilemmas
- IER October Update Conference 2010
- Panel speaker at American Bar Association Labor Law International Conferences in Beijing 2008 and in Washington 2009
- IER Employment Act 2008 Conference
- IRS Employment Act 2008 Conference
- Delivered the response to a paper given by Katherine Apps at a Seminar run by the Centre for European Legal Studies at Cambridge University Law Faculty in September 2008 on the Viking and Laval ECJ strike law cases. ILEX Civil Litigation Course

She has also accepted an invitation to speak at the American Bar Association Labor Law International Conference in Rome in May 2013.

She has also performed in, and helped write materials for, mock trials for solicitors and their clients on topics ranging from the Agency Worker Regulations, to age discrimination and basic unfair dismissal.

Appointments

Appointed to the Attorney General's Panel of Counsel (C Panel) in 2015

Memberships and Associations

ALBA, COMBAR, ELA, ELBA, ILS, LCLCBA, PNBA.

Education

2015 Bar Council Direct Access Training

2010 Mediation Training

2003 MBA, Open University

1993 Law Society Finals, College of Law

1992 Diploma in Law, City University

1991 Politics and Social Policy, Sheffield University