

Your invitation
21st June 2016

Evening seminar
How to navigate offshoring, territorial
jurisdiction and employment status

Thomas Cordrey
Chris Stone
Jesse Crozier

Chaired by Akash Nawbatt

"Devereux Chambers has a fine reputation for employment work, and an impressive spread of barristers adept at handling a variety of the most significant disputes in the market. Many of the practitioners here are leaders in their respective fields..."

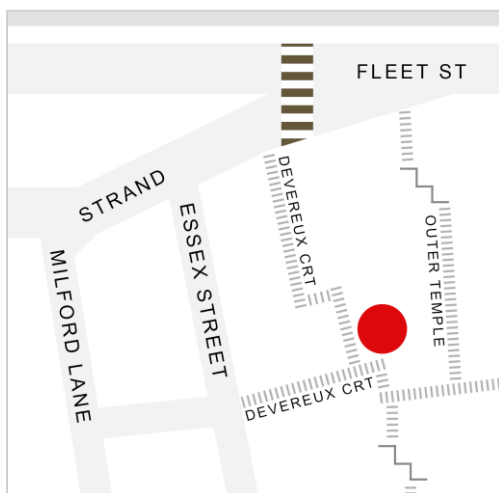
Why attend?

Four speakers from our highly respected employment team will offer their insight on three topical issues relevant to every employment practitioner's practice.

- Offshoring, redundancies and TUPE: easy to navigate or a legal minefield?**
 How can you avoid Tribunal claims when offshoring? Should the transferor dismiss redundant UK employees or should the transfer take place with a subsequent ETO dismissal of redundant employees by the transferee? Who is responsible for fair consultation, transferor or transferee? Thomas Cordrey, fresh from the Tribunal battlefield, will provide the answers.
- Territorial jurisdiction: recent decisions and distinctions**
 A decade after *Serco v Lawson*, the territorial reach of the Employment Tribunal remains a ripe arena for litigation. Jesse Crozier will examine how far the "reach" question has moved on in the past decade; look at current areas of controversy and identify key battlegrounds for the future.
- Recent developments in employment status**
 Correct categorisation of a workforce is vitally important from both an employment and tax compliance perspective. Chris Stone draws on his practical experience of advising in both areas when exploring the recent developments in the fast-evolving jurisprudence, including the Supreme Court decisions on vicarious liability and the very recent Court of Appeal judgment in *Windle*.

Practicalities

The seminar takes place at our offices. It is offered at no cost but spaces are limited.



Date	21 st June 2016
5.30 pm	Registration and refreshments
6.00 pm	Start of the seminar
7.30 pm	Further discussion over drinks
Venue	Devereux Chambers, Devereux Court, London WC2R 3JH (opposite the RCJ)
CPD	Accredited with 1.5 CPD point
RSVP	Wing Lau, lau@devchambers.co.uk



"... an impressive spread of barristers adept at handling a variety of the most significant disputes in the market."

Chambers UK 2014, Employment

Your speakers



Akash Nawbatt is instructed in complex, high value employment disputes in all courts and tribunals. He is ranked in Band 1 for Employment by both Chambers and Partners and Legal 500 and won 'Employment Junior of the Year' at the Chambers UK 2015 Bar Awards. *"A very effective and understated advocate who gets results." "Very thorough, he gets to grips with issues quickly."* – Chambers UK 2016. *"He is a pleasure to work with and clearly knows his subject."* - Employment, Legal 500 2015.



Thomas Cordrey's practice encompasses the full employment spectrum. He has experience in complex tribunal litigation, discrimination claims, restrictive covenants and injunctive relief and acts for Claimants as well as Respondents in high value, multi-sector claims. This year he appeared in five appeals in the EAT, has two pending employment cases in the Court of Appeal and, amongst other forthcoming hearings, will represent the Secretary of State for Health in a multi-day High Court employment trial. *"His first-rate legal analysis allows him to assimilate very complex facts. He is extremely intelligent, calm and measured."* *"Thorough, approachable and easy to work with."* – Chambers UK 2016



Chris Stone regularly handles high value and multi-day tribunal claims, involving the full range of discrimination and whistleblowing claims. He has experience in the High Court on a range of commercial and employment matters, including restrictive covenants and advice on team moves. He was lead junior for the Defendants in the Construction Industry Vetting Information Group litigation, which involved multi-day hearings on costs and expert evidence. Chris is a contributing author to Bloomsbury Professional's 'Discrimination Law.' *"He's very good, extremely bright and good at assimilating documents. An effective cross-examiner and a good all-rounder."* – Chambers UK 2016



Jesse Crozier has a broad employment and equality practice, acting for both claimants and respondents/defendants. He undertakes both litigation and non-contentious advisory work and is regularly instructed in the Employment Tribunals and County Courts, and appears in the High Court, EAT and Court of Appeal. Jesse appeared for the successful respondent in the EAT's most recent consideration of territorial jurisdiction. He has a wide area of expertise which includes whistleblowing and protected disclosures, TUPE, employment status, industrial action and restrictive covenants and injunctions. His lay clients commend him for being *"brilliantly professional and completely practical."*



Clerks' Room

The clerking team is one of its strengths; the clerks make real effort to get to know you and go out of their way to assist.

Chambers UK 2014, Employment

How can we assist?

Devereux is widely regarded as one of the leading employment law sets in the country. The breadth and depth in this area of law has been recognised by the leading directories Legal 500 and Chambers UK which rank Devereux as a leading set and recommend many of our members as leading silks and juniors. Members have been nominated, and won, as 'Employment Silk of the Year' as well as 'Employment Junior of the Year' at the Chambers Bar Awards, most recently in 2015.

"A strong set with experts who handle all aspects of employment law. Members of the team are regularly instructed in complex and high-profile cases..." – Chambers UK 2015

Our members handle all areas of employment related work, collective and individual and at all levels from the Employment Tribunal right through to the EAT, High Court, Court of Appeal and the Supreme Court. Exposure to a broad range of work means that our junior tenants gain extensive experience of all aspects of oral and written advocacy at an early stage.

Finding excellent barristers who truly form part of a legal team can be challenging but we see ourselves as an extension of a firm's capabilities and maintain strong working relationships with our clients. One of the advantages they repeatedly highlight is our ability to deal with complex legal issues while remaining approachable and offering clear and candid advice.

Our experience in complementary areas such as professional negligence, insurance, personal injury and tax provides a distinct advantage in disputes involving professional indemnity insurance, all forms of liability insurance, permanent health insurance (PHI), sickness and accident claims, claims under the Third Parties (Rights Against Insurers) Act and cases involving the Motor Insurance Bureau (MIB).

Our barristers contribute to the leading texts in this area including Harvey on Industrial Relations and Employment Law (Lexis Nexis), Discrimination Law (Bloomsbury Professional, 2016) and the 2015 edition of Injunctions by Sir David Bean (Sweet and Maxwell) and The Employment Practitioner's Guide to Taxation.

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