

Employment Practice London Office



Relationships between an employer and its employees are key to the success of any business, but the relationship grows more complex with each new piece of employment-related legislation. With detailed knowledge of the law, coupled with experience and an understanding of the human dynamic involved, the Employment team at King & Spalding will guide you to the right solutions.

The team operates in an intellectually demanding field but always in the context of the commercial needs of your business. We have extensive experience providing practical solutions to employment problems and offer advice on all issues surrounding the relationship between employers and employees, including transactional support, counselling work and litigation. We draw on the experience and knowledge of other lawyers across the firm when appropriate, working in close collaboration to meet the needs of your business.

The London team advises on all areas of employment law from recruitment to exits, counselling employers, acting on disputes and advising on transactional support matters. We deal with new legislation and regulations, assist our clients through challenging economic conditions, and represent a diverse international client base.

Our practice includes:

- Advising international companies and multinational clients often headquartered in the US with extensive European operations on all aspects of the employment relationship from recruitment to termination
- Providing transactional support, including advising on the Acquired Rights Directive and its national implementation as well as consultation requirements
- Advising on the restructuring of companies in the context of site closing, board-level dismissals, redundancies, outsourcing and communication plans
- Advising companies across Europe on policy issues such as ethics, compliance, whistleblowing and social media
- Counselling international clients on the data protection issues affecting the global workforce
- Defending claims in the Employment Tribunal, including claims for unfair dismissal, discrimination and whistleblowing
- Bringing and defending claims in the High Court, including bringing or defending injunction proceedings and breach of contract claims
- Handling board-level contractual arrangements, employment restrictions and exit arrangements

Jules Quinn
“is fantastic on transactional matters,” is *“highly personable,”* and has *“great client skills.”*

—Chambers & Partners

King & Spalding’s Employment practice is noted for having *“a wonderful reputation for its depth of experience, focus on client service and delivery of practical advice.”*

—Chambers & Partners



King & Spalding was listed as one of *Corporate Counsel's* Go-To Law Firms for Labour & Employment based on feedback from its corporate members.

The London Office

Our lawyers have extensive cross-border experience and are specialists in advising clients on English, US, EU and Middle Eastern law. These skills ensure that King & Spalding can complete transactions successfully and efficiently and resolve disputes in both established and emerging markets. Our lawyers share industry knowledge and sector expertise across borders, enabling us to support our clients anywhere in the world. Uniquely, the London office has in-house Queen's Counsel who handle disputes from inception to trial and expertly train clients on process and giving evidence.

Our clients turn to the London office because they know they will receive the highest-quality legal advice and best personalised service, which assures them that they are in safe hands. We are acknowledged leaders in a number of industry sectors, including energy and natural resources and the financial services sectors. Our clients include many of the FTSE and Fortune 100 companies from the worlds of energy and natural resources, financial services, professional services, life sciences, information technology, automotive, pharmaceuticals, defence and aerospace, chemicals, and mining.

Global Labour and Employment Practice

The London Employment team is part of King & Spalding's global labour and employment practice, which offers a full range of legal services to employers and comprises 30 lawyers in seven global offices.

Recognised as a leading practice by Chambers & Partners, the global practice helps clients increase the effectiveness of their employment policies and practices, minimize the risk of legal challenges to their decisions, and maximize the defensibility of their actions. It represents clients in litigation involving equal employment opportunity laws, whistleblower retaliation claims, restrictive covenants, trade secrets, wage and hour disputes, and compensation and benefits issues. On the counselling side, our services to employers range from preventive advice and training to formulating and implementing diversity programs. Collectively, our employment litigators have tried hundreds of jury cases and arbitrations and defended dozens of class and collective actions.

Global Reach

King & Spalding is an international law firm that represents a broad array of clients, including half of the Fortune Global 100. We are a global 50 law firm with over 1000 lawyers based in 19 offices in Europe, the Middle East, Asia and the Americas. Our lawyers advise clients in more than 160 countries across six continents. Since much of our work crosses international borders and time zones, our lawyers possess a truly global perspective and are intimately familiar with the cultural complexities of structuring and operating international investments and the risks associated with global business. The firm is considerably recognised for the results it obtains, its uncompromising commitment to quality and its dedication to the business and culture of its clients.

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