

## Professional Pride and Prejudice? Applying for Pre-termination Injunctions

The seminar will explore the latest case law on High Court injunctions for breach of disciplinary procedures, examining how the developing principles apply to mainstream employment disputes. It will address the emerging contractual right to a fair process; the exercise of employer discretion post-*Braganza*; how the principles are applied to the handling of suspensions, dismissals and appeals; as well as considering the limits of judicial intervention and practical considerations for both sides.



### BIRMINGHAM

Registration: 5.15 pm      Talks: 5.45 pm to 7.15 pm  
Venue: Malmaison, 1 Wharfside Street, The Mailbox, B1 1RD



### Chaired by Mark Sutton QC

Speakers profiles are available on the next page

### TOPICS

Identifying a breach - employer discretion and the reach of implied terms

Disciplinary milestones - when will the Courts intervene?

The boundaries of judicial intervention

Tactics and strategy - considerations for employee and employer

**To book, please go to [www.oldsquare.co.uk/seminars](http://www.oldsquare.co.uk/seminars) or e-mail [ngrubb@oldsquare.co.uk](mailto:ngrubb@oldsquare.co.uk)**

We respectfully request that our guests **arrive no later than 5.30 pm for registration** to ensure the talks can start promptly at 5.45 pm.

Seminars at Old Square Chambers are free of charge, qualify for CPD points and offer high-quality training in recent legal developments and other topical issues. They are open not only to our clients but also to their colleagues and other contacts. All events are designed to be friendly and interactive. We would also be delighted if you would join us afterwards for drinks so that everyone gets a chance to meet and to talk to each other informally.

**We do hope you can join us.**

# PRE-TERMINATION INJUNCTIONS SEMINAR

## The speakers

### MARK SUTTON QC



Mark Sutton QC, Head of Old Square Chambers, acted as leading counsel for the successful appellants before the Supreme Court in the cases of Edwards and Chhabra, which considered the scope of financial and pre-emptive remedies available for breach of disciplinary procedures, and he has appeared in many of the recent cases which have developed the law in this area. Mark's practice spans employment disputes and professional regulatory cases.

Mark is recommended in the legal directories as a leading silk where he is described as "one of the few excellent lawyers to have equal footing in employment law and regulatory law" and "without doubt the leading authority on doctor work in the high court and appellate courts".

### SIMON CHEETHAM



Simon specialises in employment and discrimination law and industrial relations and has a wide-ranging practice in the employment tribunal, High Court and appellate courts. He has written and lectured extensively on employment law and has been recognised as a leading junior in employment law by Chambers & Partners for many years.

He also practises in the areas of pension law and professional discipline, as well as in civil litigation arising out of workplace disputes. He is currently involved in the holiday pay case, Lock v British Gas.

### STUART BRITTENDEN



Stuart is an employment law specialist with extensive experience in all aspects of individual and collective employment law. He is ranked in Chambers & Partners and Legal 500, commended by the former as being "bright and engaging", impressing clients for his "responsiveness, pragmatism and thorough preparation" and being "an accomplished draftsman and advocate."

Stuart is instructed from a variety of sources, including financial, health, higher education sectors, hospitality, legal, and, local authorities, as well as trade unions. His experience of injunctive relief spans a variety of areas, including the enforceability of post-termination restraints, fiduciary duties, misuse of confidential information, and in relation to the operation of internal disciplinary procedures.

### BETSAN CRIDDLE



Betsan is an established practitioner in the employment and discrimination field where her clients range from banks, major airlines and luxury retailers to leading public schools, NHS Trusts and senior employees. Betsan has a broad range of experience in all areas of employment and discrimination work, both in the Employment Tribunals and the civil courts. Recommended by Chambers and Partners, she is described as "responsive, decisive and directional", and "very knowledgeable and difficult to be up against".

She appeared in the Supreme Court with Mark Sutton QC in Chhabra v West London Mental Health Trust, in which the Court held that there is an implied contractual term of fairness in the conduct of disciplinary proceedings. Her recent injunctive experience includes advising on disciplinary issues, industrial action disputes and in restrictive covenant and misuse of confidential information cases.

### LANCE HARRIS



Lance specialises in employment and discrimination law. He also has experience of Public Inquiries and was recently instructed as junior counsel for the National Union of Journalists at the Leveson Inquiry into Press Ethics. Lance regularly acts as sole counsel in Employment Tribunal, County Court and High Court litigation at first instance and on appeal.

He has particular expertise in claims involving an international dimension and is well aware of the challenges, both legal and practical, such claims pose. Lance's clients range from multi-national corporations and NHS trusts to small business start-ups and private individuals.