

CARLO BREEN



YEAR OF CALL

1987 Middle Temple
1993 called and admitted to the Bar of
Queensland, Australia

EDUCATION

LLB Hons, MA, Queensland University

ASSOCIATIONS

Employment Law Bar Association
Employment Lawyers Association
Member of the Institute of Arbitrators
(FCIarb)

“Carlo Breen is a leading junior on equal-pay work for local authorities”

Legal 500 2011

“A very knowledgeable counsel in the complicated area of equal pay.”

Legal 500 2011

“Carlo Breen has ‘a very constructive approach – he’s someone who pinpoints the relevant issues quickly’.”

Chambers & Partners 2010

“Carlo Breen is admired for his ‘quick thinking and easy manner’ which relaxes and reassures clients, witnesses and solicitors alike.”

Chambers & Partners, 2009

“Carlo Breen has an impressive reputation thanks to his knowledge of TUPE, outsourcing and discrimination. Used to carrying out long, complex work.”

Chambers & Partners, 2008

“Carlo Breen has a wide practice which has involved a good deal of equal pay and discrimination work.”

Legal 500, 2008



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SPECIALIST AREAS OF PRACTICE

Employment & Trade Union Law
Professional & Clinical Negligence

PROFILE

Mr Breen practises exclusively in employment law and has very wide experience of Tribunal work including unfair dismissal and breach of contract applications, group redundancy applications and transfers of undertakings. He has conducted many high profile ‘whistle blowing’, disability, race, sex and maternity rights cases. He regularly appears in the Employment Tribunal, the Employment Appeal Tribunal and the High Court. He has been consistently referred to and has been identified in the Legal Directories for a number of years as a leading employment barrister.

Carlo Breen has acted for a variety of public institutions including various National Health Trust Hospitals in high profile sex and race discrimination cases. In addition, he has been retained by various Local Authorities in the North West, North East and North Wales to represent them in multi-party equal pay litigation. He has advised these and other Local Authorities on single status, the implementation of job evaluation schemes and all aspects of equal pay and sex discrimination law.

He has acted for and against the Chief Constable of various constabularies in high profile sex, race and disability discrimination cases. In addition he is retained by a multi-national company to advise them on all aspects of employment law.

Carlo Breen is generally regarded as the Leading Junior in the North West on complex issues involving the Transfer of Undertakings Regulations. He has been instructed by various PLCs on these issues and also various multi-national companies, Trusts and Airport Authorities. He assisted in developing the law in the definition of what constitutes ‘an

economic entity’ prior to the implementation of the 2006 Regulations and is retained by a well known Bank to advise upon the implications of the Regulations in terms of redundancy and transfer in relation to several thousand employees.

He is approved by the Commission for Racial Equality and the Equal Opportunities Commission to act in discrimination cases. In addition he acted for numerous applicants in the Armed Forces pregnancy dismissal litigation, conducted by the Employment Tribunals across the United Kingdom in 1994 and 1995.

Carlo Breen is a frequent speaker on employment law and has lectured in discrimination law at Manchester University as part of its post-graduate programme. He is committed to providing the best possible service for his clients whilst still maintaining a personal and professional approach.

NOTABLE CASES

- *Bunting v Hertel UK Services* (2000) IRLR– identification of an economic entity (TUPE).
- *Pinnacle v Cape Construction* (2001) IRLR– definition of an economic entity.
- *Asda v Thompson* (2004) IRLR– disclosure of anonymised witness statements.
- *Ayub v Oldham Metropolitan Borough Council* (2005) IRLR– racial victimization.
- *Bewley v Walton Centre for Neurology and Neurosurgery* (2008) IRLR– equal pay comparator issue, landmark decision.

