

**BAR:**

England and Wales (1989)
Northern Ireland (2000)

QUALIFICATIONS:

LLB, LLM, JCL, PhD, JCD FCI Arb, FRSA

ADR:

Mediation and Arbitration

AREAS OF WORK:

- Contractual and Commercial Disputes;
- Employment (incl. all aspects of discrimination and whistleblowing);
- Disciplinary and Regulatory; and
- Confidentiality/GDPR Compliance.

CLIENTS/PARTIES:

- NHS Trusts (including Foundation and Lead Employers);
- GP Partnerships;
- National Post-graduate educational providers and regulators;
- Medical Directors;
- Responsible Officers;
- Chief Executives;
- Board Member;
- Private Sector Health Care Providers (At board and governance level); and
- External Regulators.

DISPUTES:

- Multi-faceted protected disclosure and discrimination claims brought by senior clinicians;
- Litigation around removal/votes of no confidence of Chief Executive;
- Probity and Financial compliance;
- Board membership, CQC compliance and Fit and Proper Person Status;
- Scope and Regulation of MHPS;
- Duties and independence of Responsible Officers;
- GMC Referral;
- Data Protection/GDPR Compliance;
- Systemic failings, inquests and Reg 28 Responses;
- Judicial Review; and
- Conduct of communications and meetings with external regulators.

DISCRIMINATION**Work (examples):**

- Direct and Indirect Discrimination (all protected characteristics)
- Harassment (Race, Sex, Sexual Orientation, Disability and Belief);
- Victimisation (Sex, Race, Disability, Maternity);
- Disability Discrimination (all types including reasonable adjustments).
- In all cases, I have appeared for the Respondent and specifically named respondent decision makers/managers.

RECENT CASES:

- *Re CEO Removal* following vote of no confidence. Acting for Respondent (26 days). Claim of £4m resisted.
- *Re Senior Clinician* – Constructive Dismissal, Race, Protected Disclosure. Acting for Respondent (listed for 42 days). Claim of £3.8m abandoned by opponent during my cross-examination of his client.
- *Re Clinical Director*: Defending Foundation Trust in claim of Sex Discrimination and Trade Union Membership following allegations of sexual harassment.
- *Re MHPS and Private Practice*- High Court Action by Clinical Director in respect of practice restrictions and loss of opportunity to earn in the private sector.
- *Re Regulator*: Presenting cases before the MPTS in relation to allegations of sexual misconduct and professional boundary violations; and
- *Re Post-Graduate Trainee*: Disability Discrimination and reasonable adjustments. Successfully defended on behalf of Lead Employer Trust.
- *Re Pharmaceutical Personnel*: Defending Foundation Trust in action for direct discrimination, harassment and victimisation. Appointed counsel following adverse judgment and reduced liability from career loss to short term loss of earnings.



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CURRENT CASES (ILLUSTRATIONS):

- *Re GP Trainee* – Multiple heads of discrimination (race, disability and victimisation). Listed for 7 weeks. Acting for LET and national qualifying body.
- *Re CCT*: Multiple claims of discrimination and breach of contract following removal of National Training Number (NTN).
- *Re Not for profit organisation*: Listed for hearing in November 2021 (8 weeks). All species of discrimination. Acting for respondents.



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