

TOM GILBART



YEAR OF CALL

2003, Middle Temple

EDUCATION

LLB, University College London (2002)

AREAS OF PRACTICE

Employment Law
Discrimination Law

EMPLOYMENT LAW

Tom Gilbert appears on behalf of respondents and claimants in all areas of employment law.

He prepares his cases meticulously; works well with both lay and professional clients and has extensive experience of cross-examining witnesses from all backgrounds in cases of the utmost seriousness.

Mr Gilbert has experience of:

- Unfair dismissal including constructive dismissal;
- Discrimination
- Protected disclosures
- TUPE
- Redundancy
- Working Time Regulations
- Breach of contract

Mr Gilbert has advised and represented:

- Local Authorities;
- NHS Trusts;
- A host of major national chains;
- Public officials including a Member of Parliament; a government advisor and local authority employees.

Mr Gilbert is experienced in dealing with internal grievance and appeal matters. He has not only represented employees at such hearings but has also acted as legal advisor to City Council councillors during the hearing of local authority employee dismissal appeals.

Recent work includes:

- *FM v NHS* (2014): Succeeding in application to strike out disability discrimination claims against an NHS Trust.
- *S v B* (2014): Representing a former City lawyer in a complicated claim against a multinational company

- *P and B v EL* (2014): Successfully arguing associative discrimination on behalf of two Claimants in a sham redundancy case
- *TB v R* (2014): Representing a major national company in an unfair dismissal claim brought by a former executive. A case involving detailed analysis of profit projections and accountancy procedures.
- *B and Ors* (2014): Advising a large local authority employer in a series of claims following dismissals arising from alleged malpractice in a care home



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