## James Hurd

YEAR OF CALL 1994

Email: pi@9sjs.com

#### **AREAS OF EXPERTISE**

Inquests & Public Inquiries, Regulatory and Professional Discipline Group, Insurance Fraud, Travel & International Personal Injury Law, Personal Injury, Employment



## **Employment CV**

#### **Profile**

James mainly undertakes Respondent work, with a small amount of Claimant work. He has considerable expertise in dealing with complex discrimination and whistle-blowing ET cases, especially in the public sector (including Government Legal Service work representing e.g. HMRC, the Ministry of Justice and the Department of Work and Pensions). James also represents local authorities, and acts for a range of private sector employment clients.

James regularly advises clients, both in conference and in writing, and participates in joint settlement meetings and judicial mediations.

#### **Reported Cases**

- Amicus & Others v Beloit Walmsley Limited & Others EAT (2003) ICR 1396 dealing with insolvency and protective awards in collective redundancy situations.

Some representative examples of James's employment practice include:

- -Instructed by a local authority in a 10 day ET whistle blowing claim brought by former head teacher,
- Acted for a local authority in a 23 day ET claim by deaf employee for disability discrimination,
- Acted for Respondent in a 10 day ET claim for unfair dismissal and disability discrimination by a former employee (a litigant in person), with serious mental health problems,
- Acted for Respondent in a multi-day disability discrimination claim brought by a Work Psychologist who felt unable to deal with clients with mental health issues,
- Represented a senior management team in a TUPE case, claiming unfair dismissal and protective awards for failure to inform/ consult in an insolvency situation,
- Acted for police officer Claimant in a transgender discrimination claim,
- James regularly deals with disability claims arising out of ill health of employees and the application of managing

attendance procedures and the duty to make reasonable adjustments,

- He also has experience in dealing with disability harassment claims. Some examples include cases involve Claimants with alcoholism/stress, severe dust/latex allergies, personality disorder/mental health problems, Asperger Syndrome, epilepsy and Hereditary Hemorrhagic Telangiectasia
- Sex discrimination and family friendly policies James has acted for a number of clients in relation to indirect sex discrimination/Flexible Working Applications, including issues flexible rotas and child care arrangements, part time employment and returning to work post maternity on fixed hours/shift patterns.
- Breach of contract/wrongful dismissal county court claims including non payment of bonuses and also the wrongful dismissal of a head teacher, dismissed for gross misconduct,
- Acted for Ministry of Justice in Equality Act claim brought by high profile prisoner.

Additionally, James frequently advises clients on issues that span both employment and personal injury law, such as claims for psychiatric injury in the workplace, stress at work and bullying/harassment claims pursuant to the Harassment Act 1997.

As an accredited public access barrister, James is able to accept advice and advocacy work directly from individuals or businesses through the Public Access Scheme, and is happy to discuss fixed fee or retainer rates for such work.

James also has significant experience in the field of professional discipline, particularly in the healthcare sector. He also sits as a Legal Assessor with the Heath & Care Professions Council (HCPC).

#### **Other Services**

As part of a continuing commitment to building and enhancing client relationships, James regularly gives training seminars to clients in employment law/tactics and updates them on legal developments. He is happy to devise bespoke training, tailored to clients' requirements, to deliver at their businesses.

#### **Personal Interests**

His outside interests include creative writing, music, football, classic cars and motorcycles, cinema, and travel. James's debut novel, A Bold Deceiver, which is set in Manchester in the 1990s, was published in August 2008. For further details, visit http://www.abolddeceiver.co.uk

### Quotes

**Personal Injury:** "James has excellent attention to detail and he is quick to cut through any chaff straight to the salient information and points. He inspires confidence in his advocacy and has a very good bedside manner with clients." - Legal 500 2024

**Employment:** James's preparation is meticulous, which is manifest by the sound legal analysis which he employs in his skeleton arguments. His precise advocacy is easy for any judge to follow such that it undermines the opponent s application or case with compelling subtlety; a first rate advocate."

- Legal 500 2024

**Personal Injury:** "James is a fantastic all round advocate. He is approachable but professional at all times. His turnaround of work is incredible but he maintains attention to detail and gets to the crux of the legal issues very quickly. James is calm and thorough when explaining technical issues to clients and his written advice is considered and logical. He is extremely reliable and responsive."

**Employment:** "James is extremely competent, technically excellent, and a highly skilled advocate. He is professional, friendly and approachable, fantastic with clients and easily contactable."

- Legal 500 2023

**Personal Injury:** "Attention to detail is second to none and always responds to any queries in a highly efficient manner. Grasps the issues of a case very quickly and advises accordingly. Intelligent, professional and reliable whilst being down to earth and approachable. Really good people skills. These qualities make him an excellent advocate."

- Legal 500 2022

**Employment:** "James is able to put clients at ease with his friendly but professional approach, a skilled advocate and extremely efficient in drafting complex pleadings."

- Legal 500 2022

**Employment: Leading Junior Band 2** "Recent work includes defending against disability discrimination and stress at work claims."

- Legal 500 2020

Personal Injury: Leading Junior Band 2 "Always identifies the key issues and potential weakness in a case."

- Legal 500 2020

Personal Injury and Clinical Negligence ranked Tier 1 Clients appreciate his practical advice.

- Legal 500 2019

**Employment** ranked Tier 1 Congenial, sagacious and conscientious.

- Legal 500 2019

"He has great client communication skills."

- Legal 500 2017

"He is knowledgeable, approachable and quickly turns work around."

- Legal 500 2017

"An assertive cross-examiner with excellent judgement."

- Legal 500 2016

"Always turns work around in a very reasonable time and is punctual in returning instructions."

- Legal 500 2015

"He does not give up easily, and demonstrates unflagging enthusiasm throughout the case."

- Legal 500 2015

Knowledgeable, practical and helpful

- Legal 500 2014

He makes well-timed decisions to meet the needs of the situation.

- Legal 500 2014

# works very hard, and relishes a good challenge - Legal 500 2013

a very good grasp of complex factual and legal issues - Legal 500 2012