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BIOGRAPHY

Katherine advises businesses on all aspects of employment law and HR issues including disciplinary and grievance disputes, whistleblowing complaints, reorganisations, performance issues and dealing with employees suffering from ill health. She has a particular focus on the financial services sector, and her work often involves a regulatory angle, including in the context of investigations.

Katherine regularly negotiates and documents complex employee exit arrangements and has conducted a broad range of proceedings in the Employment Tribunal. She has a keen interest in discrimination law and collective redundancy consultation.

Katherine frequently negotiates and drafts consultancy and service agreements and has particular experience in relation to questions of employment status and the application of the off-payroll

working rules (IR35).

Katherine has spent time on secondment working in-house at Royal Mail and at a large financial institution, where she advised on a wide breadth of HR issues (including complex grievance and disciplinary matters) and assisted in handling collective redundancy situations.

PROFESSIONAL AFFILIATIONS

The Law Society

Employment Lawyers Association

THE GROWTH OF CLASS ACTIONS: WHAT'S NEXT?

We explore the rapidly changing legal landscape

ADMISSIONS

- England and Wales

RELATED PRACTICE AREAS

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RELATED INSIGHTS

Insights

Mar 27, 2024

UK HR Two-Minute Monthly: March 2024

Our March update includes a case on whether a theatre and agency could dismiss an actor playing a lesbian role because of her devout Christian beliefs, and a case looking at whether an employee who spends virtually all her working time on a yacht outside the UK has the right to bring employment claims under UK law. We also feature a news round-up looking at the Treasury Committee's report on "Sexism in the City", focusing on employment practices in financial services, the plans for a four day week in summer by the creation of "4ugust", and the government's views and written guidance on "Kinship Care".

Insights

Feb 28, 2024

UK HR Two Minute Monthly: February 2024

Our February update includes a case on the issue of whether job applicants can bring whistleblowing claims, and a case on who pays what compensation to a successful claimant. We also feature a news round-up looking at what employment law might look like under a Labour government, and new EHRC Guidance relating to menopause in the workplace.

News

Feb 20, 2024

Chambers Global 2024

Insights

Feb 15, 2024

CMA hits accelerator on enforcement of UK labour markets

Whilst not traditionally a focus of the Competition and Markets Authority ("CMA"), the UK's labour markets now form one of the CMA's strategic priorities, as outlined in its 2023 to 2024 Annual Plan. The Annual Plan highlights that with the cost-of-living crisis and at a time where finances are under particular pressure, the CMA wants to clamp down on cartel behaviour and unilateral effects impacting household income and labour markets, and therefore is actively pursuing collusive behaviour that affects finances/household incomes. The CMA's focus on labour markets comes at a time that the UK Government has also signalled its intention to limit post-termination non-compete clauses to a period of three months.[1] Since coming squarely into the CMA's focus, the CMA has: (i) published specific guidance for employers on the types of anti-competitive agreements and behaviours they should avoid in l...

Insights

Feb 13, 2024

English Court decides Covid-19 is a "catastrophe"

The English Court has, for the first time, considered the meaning of a "catastrophe", as well as how Hours Clauses work in the context of non-damage business interruption losses claimed under two Property Catastrophe Excess of Loss Reinsurance Treaties. While the Covid-19 pandemic may feel like a distant memory to some, disputes about the recovery of Covid-19 losses continue to trouble many reinsureds and reinsurers. The two key issues considered by the Commercial Court in determining appeals from arbitration awards made in *Unipol Re v Covéa* and *Markel v Gen Re* may bring welcome, and valuable, guidance to those in the reinsurance industry debating these terms. Those underwriting or purchasing "catastrophe" covers may also want to carefully consider this judgment and whether the Court's approach to the meaning of that word aligns with their coverage expectations.

Insights

Jan 31, 2024

UK HR Two Minute Monthly: January 2024

Our January update includes a new Court of Session case giving (a degree of) certainty on settlement agreements prohibiting future unknown claims and a new case on constructive dismissal focusing on the rules around delaying a resignation and affirming the employment contract. We also feature a news round-up relating to an updated EHRC Code of Practice and Guidance to accompany the new law on sexual harassment due to come into force in October, the new ACAS Code of Practice on Flexible Working (including day one requests) and changes to the Paternity/Adoption leave rules.

Insights

Dec 20, 2023

UK HR Two Minute Monthly: December 2023

Our December update includes a Scottish Court of Session case which holds that “women” as defined in the Equality Act 2010 includes transgender individuals with a gender recognition certificate, a case asking whether new whistleblowing claims can be brought when they were allegedly dismissed by the tribunal as well as being settled under a COT3 Agreement, and an important case on the importance of timing in redundancy consultations. We also feature a news update on new legislation coming into force in April 2024, and new draft guidance from the ICO aimed at recruitment/recruiters.

Insights

Nov 30, 2023

UK HR Two Minute Monthly: November 2023

Our November update includes a Supreme Court decision on employment status and the right to join a trade union, whether a bonus clawback clause can be an unlawful restraint of trade, and how to deal with a “heat of the moment” resignation. We also feature a news update covering new UK legislation on working time and TUPE, the reform of Fit Notes, and new proposals relating to employers and the menopause.

Insights

Nov 21, 2023

Employers will have positive duty to prevent sexual harassment