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BIOGRAPHY

Catherine helps leading financial institutions and corporations with their advisory and contentious matters, advising on a broad spectrum of employment matters, including whistleblowing investigations, large scale rationalisation programmes, remuneration issues, sickness absence, disciplinaries, grievances and performance management.

Catherine is highly experienced in leading and running complex, high value employment litigation matters, in particular discrimination, whistleblowing disputes and injunctions. Catherine also regularly advises on post termination restrictions and gives strategic and practical advice on severance arrangements for Board members and senior executives.

Catherine's key sector is financial services working closely with the firm's Financial Services Disputes & Investigations group in advising on cross-over employment and regulatory issues,

including on sensitive investigations. This experience in the financial services sector has been reinforced through client secondments. Catherine has a particular focus on advising on remuneration issues dealing with the requirements imposed by the PRA and FCA and has a keen interest in the interplay between conduct, culture and remuneration.

Catherine speaks at external events including City HR and the Association of Foreign Banks and also speaks regularly at the firm's client seminars. Catherine also regularly provides tailored and practical training to in-house legal teams, HR and senior management on a range of issues.

"Catherine Turner is personable, intellectually sharp, super responsive and definitely one to watch for the future. Highly recommended." (Legal 500 UK 2021)

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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- Special Investigations
- Employment Class & Collective Actions
- Charities

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

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

Oct 31, 2023

UK HR Two Minute Monthly: October 2023

Our October update includes a significant Supreme Court decision on how to treat historic underpayments of holiday pay, a preliminary tribunal hearing on whether a belief in race equality that opposed critical race theory was a protected philosophical belief, and another tribunal decision on when a refusal of alternative employment is unreasonable when the dismissal is unfair. We also feature a news update on the ICO's latest guidance on employee monitoring, reports on historically high levels of sickness absence, and a draft ACAS code of practice on requests for predictable working patterns.

News

Oct 19, 2023

Chambers UK Ranks BCLP in 41 practice areas and recognizes 74 lawyers

Insights

Oct 16, 2023

Applying the FCA's proposed new guidance on non-financial misconduct

Non-financial misconduct in financial services firms is back at the top of the agenda following the concurrent publication of the FCA's Consultation Paper 20/23 (Diversity and inclusion in the financial sector – working together to drive change) and the PRA's Consultation Paper 18/23 (Diversity and inclusion in PRA-regulated firms). The PRA and FCA appear to be agreed that (a) non-financial misconduct incidents are relevant when considering whether an individual has acted with integrity and that (b) for senior managers and certification staff, sometimes behaviour in their personal lives that is unconnected to their job will be relevant to their fitness and propriety to work in financial services. How are HR and Compliance professionals to respond to the new role of moral arbiter that these proposed guidelines point towards, and where will the practical and legal challenges arise?