



ADAM LAMBERT

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Partner and Head of Employment & Labor – UK

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BIOGRAPHY

Adam provides advice to employers on key areas such as discrimination, boardroom disputes, large scale redundancies and complex TUPE transactions. He advises on and manages investigations for clients, frequently involving regulatory issues. He guides clients through sensitive HR management issues such as disciplinary proceedings, grievances, whistleblowing and sickness absence.

Adam's clients are often global businesses with non-UK ownership. He often acts as client manager for them in the UK, ensuring service delivery not just with HR matters but also other corporate areas. His sector experience is broad, covering areas such as finance, professional services, commodities, education, publishing, catering, manufacturing, technology, media and real estate.

He was acknowledged in Legal 500 2020, which said he is “a top-tier lawyer. A master of the law.” Adam is a lecturer for the Employment Lawyers’ Association and speaks at its annual TUPE conference.

PROFESSIONAL AFFILIATIONS

- European Employment Lawyers’ Association
- Employment Lawyers’ Association
- Institute of Directors

THE GROWTH OF CLASS ACTIONS: WHAT’S NEXT?

We explore the rapidly changing legal landscape

ADMISSIONS

- England and Wales

RELATED PRACTICE AREAS

- Employment & Labor
- Retail & Consumer Products
- Investigations
- Litigation & Dispute Resolution
- Regulation, Compliance & Advisory
- Employment Class & Collective Actions
- Cross-border Employment Issues
- Special Investigations

EXPERIENCE

Adam recently advised:

- An automotive business on its acquisition of an accident repair business from the administrators, included the transfer of over 2,000 employees;
- Administrators of household names on the employment issues arising out of the sale of parts of insolvent businesses during the Covid-19 lockdowns;
- An international manufacturing business on its defence of a multiple-claimant tribunal claim concerning overtime and holiday pay;
- An international bank on a disciplinary procedure following a regulatory investigation;
- International publishing companies on disciplinary and poor performance issues;
- A professional services firm on internal investigations;
- A social care provider in its defence of a whistleblowing claim in the employment tribunal by a former employee;
- An asset management business on a redundancy exercise;
- An investment business on the departure of a board member; and
- An international catering company on large-scale TUPE issues;

RESOURCES

PUBLICATIONS

[Brexit and workers' rights: Should we believe Theresa May?](#)

[The immigration conundrum](#) (Subscription required)

[May's promise on workers' rights will not survive Brexit](#) (Subscription required)

UK Supreme Court delivers verdict in Uber case, *PDP Journals: Compliance & Risk*. Volume 10, Issue 2.

RELATED INSIGHTS

Insights

Apr 29, 2024

UK HR Two-Minute Monthly: April 2024

Our April update includes a case on AI facial recognition software that allegedly discriminated against black people, a case where an individual carrying out a dismissal did not have enough knowledge of protected disclosures for the employer to be liable for a whistleblowing dismissal, and a case on the issue of acts of discrimination continuing over an extended period. We also feature a news roundup on generative AI in the workplace, awareness (or lack of it) of the new flexible working rules and proposed new legislation limiting the scope of NDAs with regard to criminal matters.

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

Nov 23, 2023

Affirmative Action in the US – Is there a UK equivalent?

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.