



STEWART LAW
SOLICITORS

CURRICULUM VITAE



JOHN WILSON
SENIOR SOLICITOR

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Background information

John is a Senior Solicitor at Stewart Law Solicitors. He has been a specialist employment lawyer since 2003. John's career in law started in the City in 2001 when he joined the prestigious law firm, Nabarro. He subsequently qualified into its employment team. He worked there for five years before moving to Stewart Law Solicitors in August 2006.

John is very experienced in advising on all aspects of employment law and in acting for both employers and individuals. John has experience in advising a broad cross section of clients, including FTSE 100 companies, UK private and public limited companies, public authorities, charities, North American investment companies and private individuals. He is a member of the Employment Lawyers Association.

John is fluent in German. He studied law (LLB) at Warwick University, which included spending the third year of his degree in Germany studying German law. He completed the Legal Practice Course at Nottingham Law School and has spent time working in the employment department of a leading German law firm in Berlin. John also speaks French and Spanish.

John has recently advised and assisted on:

- Employment Tribunal proceedings involving multiple and complex claims for unlawful discrimination (age, disability and part-time worker), suffering detriments as a whistle-blower and constructive unfair dismissal.
- Large scale redundancy and restructuring exercise for a leading property investment and development company.
- A major review of a public sector client's Staff Handbook, including reviewing, amending and updating existing policies, drafting new ones and providing guidance on rolling out the new Handbook to staff.

Employment advisory work

Advising upon:

- Employee departures.
 - Redundancies (collective and individual).
 - The drafting and negotiation of compromise agreements.
 - Day to day queries.
 - Contracts of employment.
 - Changes to terms and conditions of employment.
 - Consultancy agreements.
 - Secondment agreements.
 - Staff Handbooks.
 - Disciplinary, grievance and poor performance processes.
 - Managing short-term and long-term sickness absence.
 - Work-related stress.
 - Occupational health and safety.
 - Obtaining medical reports on employees.
 - Equal opportunities, bullying and harassment.
 - Discrimination issues.
 - Requests for flexible working.
 - Leave and related pay entitlements (including holiday, maternity, paternity, adoption, parental and dependants leave).
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- Working Time compliance.
- Data protection issues (including subject access requests and monitoring of e-mail systems).
- Freedom of information Act requests.
- Confidentiality obligations.
- Post-termination obligations (restrictive covenants) and their enforceability.
- Obligations imposed on charities to act as a good employer and limits on their ability to make compensatory payments.
- Whistleblowing.

Employment litigation

Employment Tribunal claims (acting for both Claimant and Respondent) in respect of:

- Unfair dismissal.
- Redundancies.
- Notice pay.
- Holiday pay.
- Breach of contract.
- Sex, race, disability, age, sexual orientation, religion or belief and part-time worker discrimination.
- Trade union issues.
- Unlawful deduction from wages.
- Whistleblowing.
- TUPE transfers.
- Information and consultation issues.
- Failure to provide a written statement of particulars.

High Court claims for breach of contract and a threatened injunction. County Court claims for the enforcement of Employment Tribunal cost awards and debt recovery proceedings.

Employment projects

John works closely with our clients on their HR and employment law projects.

Training and presentations

John runs interactive training sessions for a wide variety of clients and has also given numerous presentations to external bodies, including The London School of English, The German Chamber of Commerce, Smith and Williamson (a leading financial investment and management adviser) and Snow Drop (a UK HR software and payroll specialist). Topics have included:

- Equal opportunities.
- Managing sickness absence.
- Data protection.
- Interview skills.
- TUPE.
- Disciplinary, grievance and poor performance/performance improvement processes.
- Investigations.
- Leadership skills training.
- Working Time issues.

Corporate transactions

John has worked with many clients (including Fairmont Hotels, SEGRO Plc and the Metropolitan Police Authority) on a variety of corporate deals, including:

- Takeovers.
- Mergers and acquisitions.
- Organisational restructurings.
- Joint ventures.
- Outsourcings and insourcings arrangements.
- Other TUPE transfers.

Retainer work

John carries out retainer work (covering telephone and e-mail advice and employment law and HR updates) for a range of our clients.
