

## 3PB Barrister Profile



### Oliver Isaacs

Call 2000

Email: [oliver.isaacs@3pb.co.uk](mailto:oliver.isaacs@3pb.co.uk)

### Employment

Oliver is an experienced employment law barrister. He acts for both employers and employees in employment disputes and appears regularly in the Employment Tribunals, and High Court. "Brother Oliver" (as he was known) regularly appeared on the Islam Channel (Sky TV) in the programme "Legal Corner."

Oliver has represented employers and employees in claims for unfair/wrongful dismissal and redundancy. In 2010 Oliver represented one of the test Claimants in the ?Nortel Networks? litigation (Parker v Others v Nortel Networks UK Limited (In administration), a claim involving over 250 employees who were seeking protective awards for failure to consult under TULR(C)A 1992.

Oliver has particular expertise advising company directors and companies following the termination of service contracts. He regularly advises on restrictive covenants, bonus entitlements and minority shareholdings. He appeared on behalf of European Credit Management Ltd (led on appeal by Paul Epstein QC) in the successful defence of a £4m claim by a former employee.

Oliver particularly enjoys TUPE claims and has appeared for Claimants, transferors and transferees. He is regularly instructed to represent multiple Claimants, or defend high value claims following the acquisition and integration of businesses.

He has extensive experience in discrimination and whistleblowing claims.

Oliver is a member of the ELBA and ELA. Oliver is also an accredited mediation advocate.

### Recommendations for Oliver

?an efficient and effective barrister, providing creative and commercial solutions to clients. Oliver is always approachable and is sensitive when dealing with clients; whilst able to deliver clear and practical advice even in difficult and complex situations?

?I was thoroughly delighted with his professionalism, his attention to detail and his frank and honest views...A fantastic barrister.?

?a tenacious advocate and able to get to the root of the problem quickly.?

?Oliver provides clear, practical advice on commercial and employment matters. I would certainly recommend him.?

## Professional Qualifications and Appointments

- Accredited Mediation Advocate

## Professional Bodies

- Association of Regulatory & Disciplinary Lawyers
- Employment Law Bar Association (ELBA)
- London Common Law and Commercial Bar Association

## Notable Cases

*Fullerton v Interrights* (2010) UKEAT/0251/09 -

an appeal on when an act of discrimination is said to be continuing and whether such a decision should be dealt with at a PHR rather than at a full hearing.

*Gladwell v Secretary of State for Trade and Industry* (2007) ICR 264 -

an appeal on (i) when a Judge can sit alone under ETA 1996, s4 and (ii) whether a controlling shareholder is an employee.

*Hosso v ECM (No 1)* (2008) All ER D 160 -

an appeal which involved the question whether a grievance raising complaints about basic pay and share options was sufficient under the EqPA 1970 to cover a claim about a bonus.

*Hosso v ECM (No 2)* (2011) EqLR 328 -

an appeal that addressed the question of whether a share option scheme was regulated by the contract of employment so as to be considered under the EqPA 1970 or whether it was discretionary (and therefore not regulated) so as to be a claim under the SDA 1970.

*Mowels v Vox Displays Limited* (2007) All ER (D) 40 -

an appeal on whether the statutory grievance procedures were required to be invoked where the complaint was one of breach of contract.

*Royal Bank of Scotland v Wilson* (2009) UKEAT/0363/08

- an appeal addressing the difficult question of bias of the tribunal.

*Spicknell v The Wilts and Dorset Bus Company* (2010) UKEATPA/1715/09 -

an appeal on amendments to the ET1.