



Oliver Lawrence

Year of Call: 2018

Direct Access: No

	oliver.lawrence@outertemple.com
	+44 (0)20 7353 6381



Oliver has an expansive tribunal and appellate **employment** practice. He has appeared in the Court of Appeal and regularly appears unled in the High Court, the Employment Appeal Tribunal and the Employment Tribunal, often against far more senior counsel. His clients range from household names to senior executives in cases across commercial employment, statutory employment and discrimination law.

Oliver has a growing commercial employment practice in the High Court, acting unled in numerous restrictive covenant cases since 2022, when he appeared in the Court of Appeal in the landmark case of *Planon v Gilligan*. He is regularly instructed to lead such litigation from the outset.

Since 2023, Oliver's practice has extended to international cases that fall under the jurisdiction of international administrative law involving disputes between international organisations and their senior executives, recently appearing before a judge of the World Bank Administrative Tribunal.

Oliver is experienced at conducting internal investigations and providing organisations with advice on difficult disciplinary decisions in relation to potential misconduct.

Areas of Expertise

Employment & Discrimination

Current and past highlights of Oliver's cases include:

- Appearing led in the Court of Appeal in *Planon Limited v Gilligan*, examining the enforceability of a non-compete covenant and the relevance of its impact on the employment prospects of the employee (**Injunctions/Restrictive Covenants**).
- Acting as sole counsel in High Court litigation representing a national builders' merchant in its efforts to prevent a rival company poaching its employees (**Injunctions/Restrictive Covenants**).
- Appearing as sole counsel in the High Court representing a law firm in a claim for breach of the duty of fidelity involving a 'minimum term' employment contract (**Injunctions/Restrictive Covenants**).

London (Main Office)

The Outer Temple, 222 Strand
London WC2R 1BA

T: +44 (0)20 7353 6381
F: +44 (0)20 7583 1786
E: clarks@outertemple.com
DX: LDE 351 (Chancery Lane)

Abu Dhabi

24th Floor, Al Sila Tower
Abu Dhabi Global Market Square
Al Maryah Island
Abu Dhabi, UAE

T: +971 2694 8596
E: OTC-UAE@outertemple.com

Dubai

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Dubai International Financial Centre
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- Appearing as sole counsel in the High Court in *ATAC Solutions v Crotty*, resisting an application for an interim injunction in a claim for breach of restrictive covenants which turned on issues of enforceability and cause of action estoppel (**Injunctions/Restrictive Covenants**).
- Appearing as sole counsel in the EAT in *Rentokil v Miller*, the authority for the proposition that a trial period can be a reasonable adjustment (**Disability Discrimination**).
- Appearing as sole counsel in the EAT in *Dogra v Acetrip Limited* (liability). The judgment has since been reported as a leading authority on the test for out of time appeals. The final hearing involved complicated issues of remedy. Oliver acted at all stages of proceedings. (**Time Limits**)
- Appearing as sole counsel in the EAT in *Dogra v Acetrip Limited* (remedy), examining issues of remoteness, causation and procedural fairness. The judgment is an authority for the approach to be followed by the ET when departing from a schedule of loss. (**Remedy – Remoteness**)
- Successfully appearing in the Employment Tribunal representing a specialist tax advice company in a multi-week hearing against claims of automatically unfair dismissal, whistleblowing detriment and direct disability discrimination (**Whistleblowing, Equality Act**).
- Successfully appearing in the Employment Tribunal representing the Claimant in a multi-week hearing against a provider of fire alarm and detection systems to determine claims of unfair dismissal and whistleblowing detriment (**Whistleblowing, Unfair Dismissal**).
- Successfully appearing in the Employment Tribunal representing local authorities in 5-day hearings against claims of age discrimination and/or victimisation (**Equality Act**).
- Successfully appearing in the Employment Tribunal representing the Claimant in an unfair dismissal hearing which focused on the interaction between the TUPE Regulations and ordinary unfair dismissal (**TUPE, Unfair Dismissal – Misconduct**).
- Successfully appearing in the Employment Tribunal representing an electrical wholesale distributor in an unfair dismissal hearing examining the reasonableness of redundancy criteria. (**Unfair Dismissal – Redundancy**)
- Successfully appearing in the Employment Tribunal representing a well-known pub chain in an unfair dismissal hearing turning on allegations of racism and sexual obscenity (**Unfair Dismissal – Misconduct**).
- Successfully represented the Claimant in a claim for unfair dismissal against a car dealership involving questions whether communications were without prejudice and/or covered by s.111A ERA. (**Pre-termination Negotiations**)

Memberships

Member of Inner Temple

Qualifications

BA, Philosophy Politics and Economics, Oxford

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Awards

Inner Temple Advocacy Prize 2019 – Runner Up

Recommendations



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