

Andrew Stones

Partner

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About Andrew

Andrew Stones is a partner in our Labour & Employment team based in our London and Leeds offices. He is the relationship partner for many of the firm's major clients and is trusted at board level to advise on all people-related matters, with a particular focus on C-Suite issues, compensation and benefits (both in relation to appointment and severance), strategic people-related projects, litigation and international project management.

Andrew spent two years in-house with one of the world's largest global retail companies and has real insight in terms of what is and is not appreciated when advising a business. He is often instructed to deal with the most significant of issues, be it C-Suite compensation and benefits, high-profile litigation or major change projects (including on a multijurisdictional basis).

The work Andrew is involved with requires adept skill not only in terms of the legal/commercial/reputational management advice given, but also in influencing key stakeholder groups.

Andrew was the lead partner on the groundbreaking holiday pay case, "Bear Scotland", dealing with overtime in holiday pay, the outcome of which prevented a multibillion-pound liability for the UK economy.

Experience

- Advising on proposed changes to terms and conditions of employment affecting more than 25,000 employees.
- Restructure project which led to the confidential exit of *circa* 150 employees. Advised on the process itself (collective and individual consultation) and then managed the entire exit process which involved negotiating and concluding 150 settlement agreements.
- Defending trade union requests for statutory recognition through the Central Arbitration Committee.

- Served as the lead partner acting for two of the three appellants in the groundbreaking holiday pay case, "*Bear Scotland*", dealing with overtime and premiums in holiday pay. Andrew handled this issue from both clients from the initial grievance stage, through the Employment Tribunal, to its conclusion in the Employment Appeal tribunal (EAT). The finding in the EAT in relation to "series of deductions" prevented a multibillion-pound liability for the UK economy.
- Advising a FTSE 100 company in relation to the redundancy/collective consultation process arising from the conclusion of one of the largest construction projects in the UK (with employee numbers fluctuating based on trade skill over a two-year period).
- Defending a claim brought by two unions for a protective award for an alleged failure to collectively consult involving liability of £1.5 million.
- Advising a number of clients in relation to serial grievance raisers.
- Advising on Whistleblowing investigations
- Multijurisdictional restructures/reduction in workforce processes, involving project management across different countries to ensure a joined-up approach and transparent timeline.
- Management of a sensitive C-Suite related project with the added complication of national press interest.

Credentials

Education

- University of Sheffield, L.P.C., Distinction, 1999
- University of Sheffield, LL.B., Honors, 1998

Admissions

- England and Wales, 2002

Recognitions

- Band 1/Leading Individual in both *Chambers* and *Legal 500* based on client feedback, for example:
 - "Andrew is exceptionally responsive, super-commercial and has made above and beyond efforts to get under the skin of our business, which clearly translates into tailored advice which is right for us".
 - "Andrew is a longstanding adviser to our business, and for a reason".
 - "Andrew is very customer service-oriented and is very much about making sure what he offers fits with what the customer needs".
 - "He's really good at joining the dots and connecting you with people".
 - "Andrew Stones is excellent. He is very clear with his advice".
- "Particular mention is given to Andrew Stones, who just understands his clients' businesses. He is always available on short notice to provide no-nonsense advice in a time-sensitive manner that is balanced and fair. He is extremely approachable and easily navigates his way through complex and challenging scenarios".
- "He is an excellent partner who is truly focused on the client".

Expertise

Services

- Labor & Employment

Industries

- Life Sciences
- Retail

About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.