

Janette Lucas

Partner

London

T +44 20 7655 1553

M +44 7825 204 763

janette.lucas@squirepb.com

Languages spoken

English | French



About Janette

Janette Lucas is a partner and head of our London Labor and Employment team. With more than 25 years of experience, her practice incorporates all aspects of employment law, both contentious and non-contentious, working for clients across a range of sectors including life sciences, media and marketing services, financial services, technology and retail, as well as commodities. The majority of her clients are global corporates operating across a multitude of jurisdictions, including numerous listed entities (primarily LSE and NYSE).

Janette's particular areas of expertise include: pay equity, gender pay, equal pay and pay reporting obligations; defending complex multi-claimant litigation, including litigation strategy, internal and external communications, effective case management (including through the use of technology) and instituting appeals (in the EAT, Court of Appeal, Supreme Court as well as references to the ECJ); partnering with clients to plan and implement complex multijurisdictional restructurings, contractual and/or policy changes, as well as other transformation programmes, including in relation to TUPE (or relevant equivalent) and outsourcing; and board level recruitment and severance, including in relation to confidentiality/restrictive covenant issues. She is also regularly involved in the employment aspects of mergers, takeovers and acquisitions including significant multijurisdictional transactions, as well as private equity transactions acting both for investors and for management.

She is a regular speaker and presenter at seminars and conferences, as well as devising and delivering client-specific training across a range of topics including: global issues relating to pay equity; harassment and discrimination (particularly compliance, risk management and investigations); and the regulatory and employment law issues arising from non-financial misconduct.

Janette is a passionate advocate for open and inclusive business culture – a key factor in her spending her entire career at Squire Patton Boggs – and is actively involved in a range of firm initiatives designed to promote and maintain a responsible, empowering and inclusive culture for all, including DEI, *pro bono*, mentoring and sponsorship.

Experience

- Advising a key corporate client in relation to several acquisition related board level terminations, including review of confidentiality and post-termination obligations, bonus and incentive scheme issues.
- Advising a major public authority regarding a fundamental change management programme involving the exit of a significant proportion of its 2000-strong workforce.
- Advising a public relations company in relation to employee confidentiality and competition issues including possible injunctive proceedings.
- Advising a marketing services agency regarding the application of TUPE to the transition of a major client account and the related consultation processes arising in relation to this and a related redundancy exercise involving 250 plus staff.
- Advising the management buy-in team on its multimillion pound acquisition of a major healthcare provider.
- Advising as part of a cross practice team on the US\$1.6 billion sale of a major chemicals company, including coordination of advice across more than 15 different jurisdictions.

Credentials

Education

- University of Warwick, LL.B.,
- Nottingham Law School, L.P.C., 1997

Admissions

- England and Wales, 1999

Recognitions

- Recommended in *Chambers UK* 2018 for Employment: Employer, London
- Recommended in *The Legal 500 UK* 2017 for Employment – employers and senior executives
- Recommended in *The Legal 500 UK* 2015 for Employment: employers

Expertise

Services

- Labor & Employment
- Data Privacy, Cybersecurity & Digital Assets

Industries

- Advertising, Media & Brands

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.