

Jenna Saffman

Director

Leeds

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About Jenna

Jenna Saffman is a director in our Labour & Employment team, having advised on the full spectrum of employment relations, industrial relations and human resources matters from our Leeds office for over a decade.

Jenna regularly advises on all aspects of employment law for multinational clients, including in relation to mass restructuring and collective consultation exercises, from the very initial planning stage all the way through to conclusion, including the preparation of the suite of relevant documents and meeting templates/scripts.

Jenna has significant expertise in dealing with a wide variety of complex tribunal litigation, including multiparty/multiclient proceedings involving unfair/constructive dismissal, breach of contract/unlawful deduction from wages, whistleblowing, TUPE and all elements of discrimination. She regularly acts in the tribunals of England and Wales, including as an advocate, as well as having advised businesses with claims brought in Scotland. She also has a multitude of experience in defending appeals in the Employment Appeals Tribunal and the Court of Appeal. Jenna acts as the team's litigation manager for one of the UK's largest supermarket brands, allocating, overseeing and supervising the client's respective Employment Tribunal claims across the UK.

In addition, Jenna undertakes a broad level of corporate support work, providing employment assistance in respect of initial public offerings, management buyouts and private equity investments, and advises clients on non-executive appointments, settlement, consultancy and service agreements, as well as reviews policy and contract documentation on a regular basis.

Jenna is active in a number of business and community organisations, and is an active participant of the Leeds office's Charity Committee.

Experience

- Project managing, advising on and preparing the relevant documentation for a mass redundancy and reorganisation programme for a well-known luxury department store and brand, which necessitated introducing new terms and conditions of employment for a number of remaining employees.

- Defending multiparty litigation brought against one of the leading food manufacturers in the UK, involving the implication of enhanced redundancy terms into the claimants' contracts. The case had a potential immediate liability of £2.5million for the client. This was successfully defended, and we continue to act, as the case has been appealed to the Employment Appeals Tribunal.
- Defending a claim brought by a senior sales manager of a telecommunications and data services business against directors and other executives, involving sexual harassment, direct and indirect race discrimination, victimisation, constructive/unfair dismissal and breach of contract, which necessitated applications being made under Rules 50 and/or 94 of the Employment Tribunals (Constitution and Rules of Procedure) Regulations 2013 for Anonymisation/Private Hearing/Restricted Reporting.
- Advising a provider of online counselling both pre- and post-admission, in relation to its listing on AIM.
- Providing corporate support, including undertaking very large-scale due diligence, preparing service agreements and settlement agreements, and advising in relation to strategy involving existing directorships, in a multijurisdictional transaction whereby a private equity client invested in a global party supplies and fancy dress business.
- Advising various clients through employment issues and concerns in emerging and relevant areas of law, in relation to the novel Coronavirus Job Retention Scheme and its consequences, changes to sick pay brought about by self-isolation and collective redundancy schemes.

Credentials

Education

- BPP Law School, L.P.C., 2009
- The University of Manchester, LL.B., 2008

Admissions

- Senior Courts of England and Wales, 2011

Expertise

Services

- Labor & Employment

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.