

Louise Martin

Director

Leeds

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About Louise

Louise Martin is a director in our Labour & Employment Practice based in our Leeds office.

Louise joined the firm from an international law firm in 2006 and was appointed director in 2018. She has a wide variety of experience in both contentious and non-contentious employment law. Her key strength is defending Employment Tribunal claims for corporate clients, with a focus on managing complex litigation and assisting clients with serial litigants and serial grievance raisers.

Louise has successfully defended multiple claims brought by serial litigants for several clients and has secured strike out of discrimination claims, which is notoriously difficult. In addition, she works with our litigation teams to consider broader strategy in relation to restraining action against such individuals.

Louise has successfully pursued a costs application for a client with an award of all of the client's costs (£170,000 (subject to a detailed assessment Hearing)), which is very rare in Tribunal litigation with a finding that the pursuit of the claim was vexatious.

Louise has experience of defending claims in the appeal courts and recently had conduct of the defence of a claim pursued in the Court of Appeal (*Owen v AMEC Foster Wheeler Energy Ltd and another* [2019] EWCA Civ 822) on the meaning of direct discrimination and the justification defence in relation to indirect discrimination claims (see [Court of Appeal Judgment](#)).

Louise is experienced in advising in relation to corporate transactions involving TUPE (including staged TUPE transfers) and reorganisations.

Louise regularly presents at seminars and training events organised by the firm. She is also a contributor to our [Employment Law Worldview blog](#), which aims to interest and educate, stimulate discussion, provoke and sometimes just to amuse with global insight into practical and legal HR issues relevant to employers everywhere.

Experience

Litigation

- Advocacy in the Employment Tribunal, conducting preliminary hearings and substantive hearings in respect of a wide variety of employment matters.
- Defending Tribunal claims for large employers including:
 - Complex multi-day discrimination/whistleblowing claims
 - Claims pursued under the Transfer of Undertakings Regulations
 - Redundancy cases involving arguments relating to pooling scoring and bumping, including defending a multi-party redundancy complaint involving in excess of 60 plus claimants and allegations of failure to collectively consult
 - Constructive dismissal claims
 - Private sector equal pay claims
- Defending appeals in the Employment Appeal Tribunal and Court of Appeal.
- Advising on equal pay risk and mitigation.
- Representation and attendance at judicial mediation.

Corporate

- Advising in relation to a complex joint venture arrangement in respect of employee relations issues and TUPE risks.
- Providing advice in relation to a complex divestment of business assets involving a staged TUPE transfer and employee relations issues arising from the transaction.
- Advising clients regarding grievances and long-term sickness absence management and reasonable adjustments in discrimination cases.
- Advising on executive service agreements and terminations, including negotiating settlement agreements.
- Drafting and negotiating the employment provisions of outsourcing agreements in relation to first and second generation contracting out.
- Advising on the employment aspects of corporate business acquisitions.

Credentials

Education

- College of Law, Guildford, L.P.C., (Distinction),
- College of Law, Guildford, Postgraduate Diploma in Law,
- University of Birmingham, B.Soc.Sci.,

Admissions

- England and Wales, 2006

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.