SQUIRE PATTON BOGGS

Ramez Moussa

Partner

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About Ramez

Ramez Moussa is the head of our Birmingham Labour & Employment Practice. He has over two decades' experience advising clients on the full spectrum of employment law, industrial relations and HR issues.

Ramez advises a diverse range of clients on all aspects of contentious and non-contentious employment law, with particular expertise in corporate restructurings, outsourcing/TUPE, business change projects, trade union relations and business recovery/insolvency situations. On the contentious side, he has significant experience advising on complex and high-value, multi-respondent discrimination claims.

Ramez particularly enjoys helping clients meet their strategic objectives by understanding the needs of their business and tailoring his advice within the legal framework to help them best achieve those aims. Clients praise his ability to provide practical and commercial solutions to their people and employment law issues, describing him as "a trusted advisor who offers consistently thoughtful advice and explanations. He is superb to work with" (*Chambers* 2025) and "very professional, extremely knowledgeable and valued partner. He is a pleasure to deal with" (*Chambers* 2025). He is the client relationship partner for several of the firm's key clients and is highly regarded for his client focus.

Ramez is also a regular speaker at our national programme of employment seminars and briefings, and frequently delivers bespoke training to clients on a wide variety of topics, in addition to regularly collaborating with professional and trade bodies such as the Chartered Institute for Personnel and Development to provide training to their members. He also recently completed a tenure as the firm's UK Partner Champion for our Multicultural Inclusion & Diversity pillar.

Experience

- Providing full-service employment law support to a number of global and national household name clients, including day-to-day surgery advice, full representation in Employment Tribunal claims and advising on various strategic projects, including change management exercises, intra-group restructurings, acquisitions, disposals, TUPE and collective redundancy.
- Advising a global environmental and waste business on a large-scale UK harmonisation programme with associated changes to employee terms and conditions of employment affecting more than 15,000 employees, including advice in relation to the closure of final salary pension schemes.
- Providing advice to one of the UK's leading hotel chains on all aspects of employment law, recently advising on all the employment issues arising from the acquisition of several five-star luxury hotels in London, including the drafting and negotiating of all TUPE provisions, indemnities and warranties, and supporting with post-completion integration.
- Providing trade union relations advice to a number of clients in a variety of sectors, including in respect of requests for statutory recognition, advising on CAC procedure, assisting in the drafting of recognition/collective agreements and advising on notices of ballot and actual/threatened industrial action.
- Acting for a global and FTSE 100 financial institution on a complex and multi-respondent claim of race discrimination and harassment in the Employment Tribunal and the Employment Appeal Tribunal, involving almost 80 separate alleged acts of discrimination spanning a two-and-a-half-year period.
- Advising a leading automotive car parts supplier on an IT outsourcing project across a large number of jurisdictions in Europe and the US, including advice on TUPE, trade union and European works council issues.

Credentials

Education

- The University of Manchester, LL.B., Honors, 1998
- Nottingham Law School, L.P.C., 1999

Admissions

- England and Wales, 2001

Recognitions

- Ranked Band 1 in *Chambers UK* 2027 for Employment, Birmingham (Midlands)
- Recognised as a Leading Partner in *Legal 500 UK* 2027 for Employment – Birmingham

Expertise

Services

- Labor & Employment

Testimonials

- "Ramez is a pleasure to deal with and so, so knowledgeable." *Chambers* 2027
- "He (Ram) always provides excellent support with complex situations and has great business awareness when providing advice." *Chambers* 2027
- "Ram is an excellent advocate; totally responsive, insightful and challenging executive management in a way which makes them accept the unpalatable truth." *Chambers* 2027
- "Ram provides great advice and always has time to listen and assist." *Chambers* 2027
- "Ram is a trusted adviser whose commercial and pragmatic approach provides a balanced legal view combined with business needs and offering realistic solutions." *Chambers* 2027
- "Ramez Moussa and Sophie Copson are standouts for me. They are understanding, always offer other perspectives, and are supportive at all times." *Legal 500* 2027
- "Ramez Moussa is an excellent lawyer who provides commercially focused employment law advice in a timely manner." *Chambers UK*
- "Ramez adds value in terms of considering impact more broadly, developing my understanding and advising on improvements for the future, based on lessons learned within cases." *Chambers and Partners*
- "Ramez is a very experienced employment lawyer. He also has a calm and balanced style." *Chambers UK*
- "Ramez Moussa and Sophie Copson are both efficient, detailed and pragmatic, as well as give great advice and alternatives to support the business. I honestly feel they are an extension to my team and genuinely care also." *Legal 500 UK*
- "Ramez Moussa is hugely talented. He has a very easy going manner but is quick and astute, a good listener, incredibly knowledgeable, and manages to explain complexity in a very clear way." *Legal 500 UK*
- "Ramez Moussa provides high quality employment related advice on a wide range of matters. Ram stands out as being extremely knowledgeable, reliable and really approachable. He asks great questions to fully understand the matter at hand when providing support and advice, which is always pragmatic and really useful." *Legal 500 UK*

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.