

## Richard Linskell

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### Overview

Richard helps his clients to avoid or resolve employment disputes, efficiently and commercially, providing attentive, empathetic and prompt service, which enables employers to run their business and handle their people issues effectively and senior executives to continue their career with the minimum of disruption whilst protecting their reputation.

Richard advises on every aspect of the employment relationship from recruitment through to termination and post-termination issues as well as in relation to the law of LLPs and partnership. He advises on complex employee relations issues, remuneration and bonuses, discrimination, TUPE and dismissals. He drafts all types of contract and advises on post-termination restrictive covenants, team moves and breaches of contract.

Richard prides himself on always trying to understand the wider business context in which his advice is given so that it is practical, relevant and concise and achieves the most effective overall result for his clients.

Richard is a former Deputy Chair of the Employment Lawyers Association.

### Who he works for:

- PLCs and private companies
- Entrepreneurs and owner managers
- Senior Executives

### Key Achievements

- Helping multinational pharma company reorganise its UK sales force by providing strategic legal and human resources advice and detailed practical guidance on achieving its objective.
- Obtaining a restraining injunction in the High Court to prevent a former employee of a beauty business who had set up in competition with her former employer from using confidential information.
- Defending unfair dismissal and discrimination claims from an employee/shareholder of a media business.
- Advising on a whistleblowing claim against a major bank.
- Advising on a substantial seven-figure settlement package for two senior executives of an asset management business.
- Drafting comprehensive employment policies for a large employer with practical user-friendly guidance for managers and a complete suite of template letters.

## Things he's written:

- September 30, 2014 - Mondaq - "United Kingdom: Introduction to UK Employment Laws for U.S. Employers"
- July 21, 2014 - Ogletree Deakins Blog Post - "Data Privacy Law in the UK, Part III: Employment Background Checks and Monitoring"
- July 14, 2014 - Ogletree Deakins Blog Post - "Data Privacy Law in the UK, Part II: Data Security and Restrictions on Data Transfers for U.S. Employers"
- July 9, 2014 - Ogletree Deakins Blog Post - "Data Privacy Law in the UK, Part I: An Introduction for U.S. Employers "
- April 2014 - ELA Briefing - "In Brief"
- March 24, 2014 - Ogletree Deakins Blog Post - "U.K. Law for the U.S. Employer, Part III: Withholding Obligations and Immigration"
- March 20, 2014 - Ogletree Deakins Blog Post - "U.K. Law for the U.S. Employer, Part II: Discrimination, Data Privacy, and Termination Rights" March 19, 2014 - Ogletree Deakins Blog Post - "U.K. Law for the U.S. Employer, Part I: Basic Principles, Contracts, and Minimum Benefits and Rights "

## Career History

### Education

- University of Birmingham, LLB (Law & Politics)
- College of Law, Chester, Solicitors Final Examination

### Previous Law Firms

- Partner Ogletree Deakins
- Partner, Speechly Bircham
- Partner, Campbell Hooper
- Solicitor then Partner, Dawsons

### Businesses

- Legal Adviser, Engineering Employers Federation