

*We don't believe in law as usual  
For us, law is inspiring...*

## *Our story*

A number of years ago, we decided that we could change the way legal services are delivered. That we could do them better. At gunnercooke, we believe the potential of our clients and our people rests with our ability to free the law and make it work as it should. Today, we attract passionate lawyers and advise with authority: every gunnercooke lawyer has a minimum 10,000 hours practising experience.

Flexibility, transparency and freedom guide everything we do. Flexibility for our people to work how they want. Transparency of cost for our clients because we removed time recordings and billable hours. Freedom for our people and clients to achieve their personal and professional aspirations.

We work with clients that believe tradition is there to be tested, not obeyed. Working together, we help them seek opportunities and push the boundaries of what's possible.

Providing a suite of corporate and commercial legal services, gunnercooke is one of the UK's fastest-growing challenger brands. Proud of what we have achieved, committed to doing more.



## *Angus Menzies*

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### **Overview**

#### **What he's best at**

Angus has over 15 years' experience of advising employers on their people strategies. He acts for organisations of various shape and size from smaller owner-managed businesses to large plcs and multinational groups and he also advises individuals on their employment rights and issues.

As well as assisting clients with discrimination claims and allegations, and with day to day employment issues such as discipline and grievances, absence management, holiday and

working time matters, Angus has particular experience in advising on changing terms and conditions of employment and the people-related aspects of group reorganisations, business transfers and outsourcing projects, many of which have had an international context. He is therefore comfortable providing UK redundancy and TUPE advice whilst coordinating the relevant employment input from other jurisdictions where necessary. Angus also enjoys working with foreign (particularly US and French) businesses engaging staff in the UK or encountering difficulties with their UK personnel for the first time.

Having previously set up an Employment law team within a multidisciplinary practice, he understands how the requirements of tax, pensions, reward and social security sometimes compete with employment law demands, necessitating cooperation between specialists to create practical solutions for clients.

#### **Who he works for**

- SMEs
  - Partnerships
  - PLCs
  - Senior Executives
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#### **Experience Highlights**

- Advising a bidder for one of the UK's top 4 airports and ensuring that proposals for dealing with employees on the separation of the airport from its existing group took into account legal obligations and timelines.
- Reorganisation of structure for a global telecommunications giant including the transformation of a subsidiary into a Societas Europaea (SE). This was believed to be the first time such a project had involved migration of a company seat from the UK to another jurisdiction and the Employment work stream required the establishment of a special negotiating body, liaising with works council members and collaboration with Tax, Corporate and Employment Law colleagues in the UK and two additional jurisdictions.
- Employment/HR due diligence in relation to various transactions including the \$1bn acquisition of an international media business by a US entertainment company.
- Leading a multidisciplinary investigation into pay policies, processes and systems at a major High Street retailer.
- Advising CRM and credit management provider on TUPE implications of taking over various call centre activities from a broadband provider, carrying out due diligence and reviewing and negotiating employment clauses in outsourcing agreement.
- Advising owners of an independent travel insurer on its sale to a global insurance conglomerate.
- Advising a global gaming provider in respect of Employment Tribunal proceedings against HMRC in respect of alleged breaches of NMW legislation. Negotiating satisfactory settlement.