

*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.



Chris Bushnell

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Overview

What he's best at

Chris advises employers and employees on employment law issues, helping to avoid or solve problems at work. Chris' focus is on understanding what your aims are and what is most important to you, and then working with you to develop a strategy that is suited to your aims and the situation. Chris' work includes dealing with redundancies / restructuring, unfair dismissal, breach of contract, discrimination, whistleblowing, restrictive covenants and transfer of undertakings (TUPE). He often negotiates compensation packages and settlement agreements on termination of employment. His work covers the employment relationship from start to finish, including employment contracts, policies and staff handbooks, grievances and other workplace

problems and termination and post-termination issues, as well as Employment Tribunal and High Court claims.

Who he works for

- Employees
- Senior Executives
- SMEs and owner managed businesses
- Large corporates
- HR Directors

Experience Highlights

Work for individuals

- Helped and advised many people in relation to grievances and/or termination of employment and negotiated favourable settlement packages. This includes situations involving redundancy, performance concerns, discrimination, bullying, sickness, and detriment due to raising concerns about things happening at work (whistleblowing).
- Helped employees to solve issues that they were facing at work, such as relating to flexible working, salary issues or changes made to their roles.
- Reviewed and advised on employment contracts, consultancy agreements and post-termination restrictions (restrictive covenants).
- Brought Employment Tribunal claims on behalf of individuals or assisted individuals with their Employment Tribunal claims, usually resulting in a favourable settlement of the claim.

Work for businesses

- Advised employers on various disciplinary, performance and sickness issues, grievances, and other employee-relations issues, focussing on achieving commercial objectives whilst reducing legal risks.
- Advised on employment contracts, consultancy agreements, staff handbooks and similar issues, including creating a suite of policies, template letters, flow charts and guidance for managers for a large employer.
- Advised on a large-scale reorganisation of the UK wide sales team of a pharmaceutical company.
- Drafted and negotiated settlement agreements, including in large redundancy exercises.
- Successfully defended and/or settled multiple Employment Tribunal claims.

Testimonials

I worked extensively with Chris when he successfully helped negotiate a settlement agreement with my former employer. Chris was great to work with. He is not only a clever, experienced and, most importantly, effective lawyer but also a trustworthy advisor that I am happy to have relied upon during a rather stressful time. I wholeheartedly recommend him. **Finance Director, financial services**

Chris was a partner throughout the entire process providing both strategic and legal advice. He went out of his way to be accommodating at every stage, proving excellent service, leading a positive outcome around my challenging situation. **Marketing Director**