

**WAYNE SMITH
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Wayne has over 10 years experience as a solicitor specialising in employment law. He provides commercial and practical advice across all areas of employment law, including dismissals, performance management, TUPE transfers, redundancies, sickness management, policies and procedure and contractual issues.

Background

Before qualifying as a solicitor in 1999 Wayne had a management career in the logistics and brewing sectors giving him a client's perspective on employee relations and employment issues.

Wayne has worked as an employment specialist with a number of international and national law firms, both in the City of London and the regions, providing advice across the full spectrum of business clients from PLCs to owner managed businesses.

Wayne has extensive experience in both contentious and non contentious employment matters and with particular expertise in defending complex and high value litigation, including substantial discrimination claims, on behalf of major business clients.

Wayne also has significant experience in all aspects of non-contentious employment law including: restructuring exercises, acquisitions and disposals, protection of confidential information and restrictive covenants. This includes advising on major business change programmes involving collective and individual consultation in relation to large scale redundancy exercises and business transfers.

Wayne's clients have included household name retailers and service providers as well as major professional services firms. Wayne has also acted for international logistics operations as well as Premier League and Championship football clubs.

Wayne presents regular seminars and in-house training to clients, he also provides bespoke and general training and legal updates across the full range of employment law issues including mock employment tribunals and employment law workshops. He is also a regular speaker at conferences and training events including CIPD and equality and diversity conferences.

Wayne is a Visiting Lecturer in employment law at the University of Westminster and is a member of the Employment Lawyers Association.

Examples of advice provided:

- Negotiating and drafting service agreements for senior executives.
- Drafting and advising on implementation of terms and conditions of employment.
- Drafting and implementing employment policies, procedures and staff handbooks.
- Drafting consultancy agreements.
- Defending high value employment tribunal claims on behalf of major clients (including allegations of discrimination, public interest disclosure, unfair dismissal and breach of contract) including advocacy at tribunal.
- Running large scale multi-claimant employment tribunal litigation.
- Managing disciplinary and grievance proceedings
- Advising on business change incorporating redundancy programmes and business transfers.
- Senior executive terminations.