

David Murphy

Partner

I am a partner in Fox Williams' employment team. I advise both employers and senior executives, mainly in the financial and professional services sectors.



David is an employment partner who guides HR, management and in-house legal teams through difficult employment situations and advises senior individuals when they join and leave their employers or face challenges during their employment.

Described in Legal 500 as 'first class', David advises on issues ranging from difficult employee relations matters, such as performance management, dismissals and exit packages through to tribunal litigation, restrictive covenants and the employment aspects of business re-organisations and corporate transactions.

David has considerable experience of defending and bringing employment tribunal claims (including discrimination, whistleblowing, unfair and wrongful dismissal claims) and of supervising other more junior lawyers in undertaking this work for employers and employees.

His corporate clients are mainly in the financial services and professional services sectors. His individual clients include fund managers, board directors, investment bankers, HR professionals and lawyers.

David regularly advises North American clients with UK interests on their HR and employment matters.

Legal Expertise

- Employee relations matters
- Employment & discrimination law
- Employment aspects of business re-organisations & corporate transactions
- Employment Tribunal litigation
- Regulatory aspects of employment in financial services & law firms
- Restrictive covenants
- Severance agreements

Experience

- Advised a listed financial services firm on a sensitive discrimination and whistleblowing claim brought by its Head of Legal.
- Represented a financial services firm on a discrimination claim brought by member of its Compliance team.
- Advised a financial services firm on a number of senior level exits.
- Acted for a group of former directors on a whistleblowing claim brought against them.
- Advised a global professional services firm on a complex discrimination claim brought an individual who was not offered partnership with the firm.
- Advised a company director on his move from one listed company to another.
- Advised two directors at a leading insurer on the terms of their departure.
- Advised a barristers' chambers on the restructure of its clerking team.
- Represented a leading sports tournament operator on a Tribunal claim from one of its former executives.

Memberships

- Employment Lawyers Association
- Union Internationale des Avocats