

CITY OF LONDON LAW SOCIETY
EMPLOYMENT LAW COMMITTEE

Held remotely
on Wednesday 3 December 2025
at 1.00 pm

MEETING MINUTES

In person/remote:

1.	Helena Derbyshire (Chair)	Skadden, Arps
2.	Miranda Iyer (Minutes)	Skadden, Arps
3.	Jane Mann	Fox Williams
4.	Michael Leftley	Addleshaw Goddard
5.	Paul Griffin	Norton Rose Fullbright
6.	Colin Leckey	Lewis Silkin
7.	Elaine Aarons	Withers
8.	David Sims	DAC Beachcroft
9.	Rebecca Harding-Hill	BCLP
10.	Kevin Hart	CLLS

Apologies:

1.	Anne Pritam	Stephenson Harwood
2.	Rebecca Harding-Hill	BCLP
3.	Chinwe Odimba-Chapman	Clifford Chance
4.	Sian Keall	Travers Smith
5.	Mark Greenburgh	Greenburgh & Co

1. Apologies were noted from those who were absent.
2. The minutes from the last meeting were approved.
3. The Chair noted that KH had forwarded a call for volunteers to review the impact of AI on the legal profession and, in particular, the impact on employment and recruitment. ML agreed to connect with Minesh Tanna on this.
4. KH provided an update on the last CLLS chairs meeting and thanked the Committee for their work. KH explained that the responses received were impactful and that there are currently 72 member firms, with a few more looking to join. KH noted that there are fortnightly meetings and quarterly meetings with the SRA. KH noted that the Committee had met with Sarah Rapson, the new CEO of the SRA. KH added that the Committee's aim is for the CLLS to get more involved at a policy development stage and to feed into consultation proposals. KH encouraged the members to let CLLS know if they have any connections in the departments / with officials that would be good to

tap into. KH explained that a meeting is being arranged between the Committee chairs and Pantera.

5. The Chair raised potential participation in a report to Ministry of Justice by Alison Hook of Hook Tangaza on the value of English Law to help the Ministry of Justice and other policymakers understand what influences the decision to use English law for international commerce. KH encouraged the members of the Committee to submit any thoughts before a meeting scheduled on 12 December 2025 and noted that the aim is to send a report to the Ministry of Justice at the beginning of 2026.
6. The Chair asked if the Committee had any views as to whether to contribute any articles to the City Solicitor magazine. DS suggested an article about NDA developments or the DSAR complaints procedure that is going to come in. The Chair noted that the previous CLLS chair had expressed interest in the development of NDAs. EA raised *Wicked Vision* decision and whether whistleblowing laws are fit for purpose. The Chair agreed to put this on the agenda for the March 2026 Committee meeting.

Discussion of Government working paper on options to reform non-compete clauses

7. The Chair opened a discussion on the government working paper on options to reform non-compete clauses. The Committee discussed whether this would be a sensible topic to use CLLS offices to enable the Committee to speak directly to Government. KH noted that the CLLS is looking to schedule a meeting with the Minister of Justice in January and that he would speak to the PR team to see if they have links in the relevant department.
8. The Committee generally agreed that the new working paper was going over old ground and that it would be sensible to revisit materials previously prepared to put together a response by the deadline on 18 February 2026. The Committee discussed that a lot of the research in the new working paper comes from the US, but that the soundness of the economic theory and whether the various models proposed had been properly tested in any jurisdictions was not clear. The Chair agreed to review the materials previously prepared and set up a meeting for those available in January 2026 to discuss a potential response.

Consideration of upcoming Government consultations (up to 26) on aspects of the Employment Rights Bill

9. The Chair opened a discussion on the upcoming Government consultations on aspects of the Employment Rights Bill. The Committee considered that while the Government appeared to have settled on a 6 month cap for unfair dismissal protection, it was not clear what the position was on the compensation cap and that it was also unclear which elements of the bill were going to be subject to consultation. The Chair raised the possibility of raising this with the Department for Business and Trade.
10. The Committee noted that topics in the new consultations that are of particular interest are NDAs, gender pay gap action plans, flexible working and fire and rehire and the duty to prevent sexual harassment.

Any other business

11. The Chair confirmed that she would send an email round with dates for the next year. ML agreed to host the September meeting. KH noted that the new CLLS Chair might attend the March meeting in person to introduce himself to the Committee.