

CITY OF LONDON LAW SOCIETY

EMPLOYMENT LAW COMMITTEE

**At Allen & Overy LLP, One Bishops Square, London E1 6AD
in person
on Wednesday 22 March 2023
at 1.00 pm**

MEETING MINUTES

In person attendance:

	Vicky Wickremeratne (Host)	Allen & Overy LLP
	Helena Derbyshire (Chair)	Skadden Arps
	Damian Babic (Minutes)	Skadden Arps
	Kevin Hart	CLLS (The City of London Law Society)
	Michael Leftley	Addleshaw Goddard

Apologies:

	Paul Griffin	Norton Rose Fullbright
	Sian Keall	Travers Smith
	Colin Leckey	Lewis Silkin
	Jane Mann	Fox Williams
	John Evason	Baker & McKenzie
	Nicholas Robertson	Keystone Law
	Anne Pritam	Stephenson Harwood LLP
	Mark Greenburgh	Greenburgh & Co
	Chinwe Odimba-Chapman	Clifford Chance
	Elaine Aarons	Withers
	Rebecca Harding-Hill	BCLP
	Matthew Rous	CLLS (The City of London Law Society)

1. Apologies were noted from those who were absent. The Committee discussed attendance and meeting times and whether the quarterly meeting could be moved to a more convenient time of day for Committee members. The Chair agreed that this would be considered further.
2. The Committee approved the minutes of the last meeting.
3. The Chair noted that there had been discussion at a previous meeting of a working group to look into disciplinary and grievance issues in a regulated context. The Chair noted that they would continue to canvass the Committee to see who would be interested in assisting with this working group.
4. There was also a discussion around what Project Associates could do going forward in supporting the Committee when responding to government consultation papers and setting up working groups. The Committee also agreed that where appropriate, law firm associates should help the Committee when working on these types of issues.
5. The Committee considered return to the office post-lockdown and office culture, including some of the work the Law Society was doing on culture and working hours in law firms. The Chair and KH agreed that it would be worth considering further some of these issues.
6. Discussion of CMA guidance on anti-competitive recruiting and hiring practices for employers

The Chair noted that this guidance might be helpful when advising on restrictive covenants in sale agreements. The Committee agreed that generally HR teams were unlikely to be trained on these issues, particularly around wage fixing and anti-competitive hiring practices. KH noted that it might be worth connecting with the CLLS Competition Law Committee on this topic.

7. New Immigration Bill

KH noted that the CLLS was doing some work across different Committees on the Government's new Immigration Bill, including whether the new Bill presented rule of law issues.

The Chair noted that while members of the Committee might have immigration colleagues who would have an interest in this issue, the Committee itself had more expertise in employment rather than immigration matters. The Chair noted that it might be worth reaching out to Senior Partners of City law firms on this issue to see if their pro bono teams might have an interest in helping with this.

7. Discussion of the Government's consultation on its draft Code of Practice on dismissal and re-engagement (closing 18 April 2023)

While the Chair noted that this might not be directly relevant to City practices, the Committee considered whether it might be worth responding to. In general, the Committee thought that the Employment Lawyers' Association would be better placed to respond to this (and were doing so).

8. The Committee also briefly considered the review by Sir John Parker on ethnic diversity of UK boards, but generally had not received many questions from clients on it. The Committee also considered the wider context of the Parker review and gender diversity on listed company boards in the UK.
9. KH noted that the CLLS AGM was coming up in June and encouraged Committee members to attend.
10. The Chair noted that the next meeting would be held on 7 June at the offices of Skadden, Arps.