



David Jepps Consultant Solicitor

Jurisdiction: England & Wales

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Overview

David is a very experienced employment lawyer advising employers and employees in relation to both contentious and non-contentious matters. He also advises on employment law aspects of corporate insolvency matters. David is a member of the Employment Lawyers Association. He is recommended for employment law by Legal 500.

We have worked with David for over a decade now, he is a gifted employment lawyer. He is our trusted advisor who delivers excellent, timely advice about a diverse range of employment issues. I have no hesitation in recommending his services to others.

Robin Steele, Director
Affinity Consulting

David has been a great help to our business helping us to smooth the way through some tricky employment law issues. Everything from smaller day to day issues through to tribunal. I would have no hesitation in recommending him, his good sound advice is useful resource.

Mark Kempster, CEO
CTT Group Ltd

Expertise

Contentious matters

- Discrimination, harassment and victimisation
- Employment litigation including tribunal advocacy

- Managing ill-health absence
- Performance management including executive terminations
- Restrictive covenants and confidentiality
- Whistleblowing

Non-contentious matters

- 'Family-friendly' law including flexible working and maternity rights
- Negotiating, drafting, reviewing and updating contracts, procedures and handbooks
- Redundancy, relocation and restructuring
- Settlement agreements
- TUPE advice including employment law support to commercial transactions
- Working Time Regulations including holiday entitlements

Cases

- Advised in relation to the first disability discrimination case to reach the Employment Appeal Tribunal
- Advised on one of the co-appealed cases which established that discrimination claims could be brought post-termination
- Assisted 14 pilots in a redundancy class action involving 170+ pilots following the collapse of an airline, leading to successful recovery against the purchasing airline
- Successfully defended whistleblowing cases at both the full hearing and interim-relief stages
- Employment Tribunal advocate for two former directors of a cosmetics company who were dismissed by an insolvency practitioner at the buyer's request, securing substantial payouts for each when the other side withdrew mid-hearing following successful application for an order for disclosure of the sale agreement
- Assisted members of a journalists' union in successful tribunal claims against Mirror Group following the suicide of Robert Maxwell
- Advised on employment issues following the collapse of BCCI and subsequent appeal cases
- Advised former Lehman employees
- Advised senior university employees re the termination of their employment and universities' internal rules which give greater contractual rights than those in other sectors
- Advised higher education providers on contracts of employment and policies and procedures

Recognition

David was recommended in the Legal 500 2014 for Employment Law

Recommended by Legal 500 UK (2013)

"The 16-partner team at Keystone Law, acts for McAfee, the Institute of Telecoms Professional, and online gambling regulator eCOGRA. It also advises high-end individuals and executives, especially within the entertainment/media sector"

Career

- 2009** **Keystone Law** | *Consultant Solicitor*
- 2004-2009** **DMH Stallard** | *Senior Associate*
- 1999-2004** **Greenwoods** | *Senior Associate*
- 1993-1999** **Hambro Legal Protection Ltd** | *Solicitor*
- 1993** Qualified as a Solicitor
- 1991-1993** **Stanley Tee & Co** | *Trainee Solicitor*