



Matt Tom

Consultant Solicitor

Jurisdiction: England & Wales

E: matthew.tom@keystonelaw.co.uk

T: 020 3319 3700

Overview

Matt is an experienced employment lawyer specialising in strategic advice on senior-level exits. With almost two decades' employment law experience, he is skilled in managing conflict situations for employers, to minimise time and costs spent whilst protecting the business, its client relationships and confidential information. He also advises on terminations, as well as contractual and practical measures to regulate staff conduct and restrict defections to rival businesses.

Matt also acts for senior employees seeking financial settlements and career freedom after departure, where appropriate also acting for the new employer to resolve restrictive covenant and confidential information issues.

Expertise

- Employment law
- Employment contracts
- Business protection
- Restrictive covenants
- Disciplinary hearings
- Grievances/complaints
- Compromise agreements
- Employment tribunal litigation

Cases

- Acting in Court of Appeal victory on employment status for recruitment industry client
- Negotiating early confidential settlement of scandalous bullying claim against multinational finance sector client
- Securing early dismissal of discrimination claim against multinational industrial client, with significant costs award
- Securing early dismissal of sexual harassment claim by male employee against multinational technology client
- Defeating employment status claim by partner in LLP, with significant agreed costs

- Pursuing high-profile race discrimination claim against FTSE 100 insurance company (ongoing)
- Negotiating major whistleblowing settlement for trader against global investment bank
- Acting for whistleblower against global arms manufacturer, leading to SFO investigations

Career

2015	Keystone Law <i>Consultant Solicitor</i>
2009-2015	Candey LLP <i>Partner</i>
2008-2009	Keystone Law <i>Consultant Solicitor</i>
2000-2008	Tarlo Lyons <i>Solicitor</i>
1997-2000	Lane & Partners <i>Trainee then Solicitor</i>
1999	Qualified as a Solicitor