



## Nick Tsatsas

### Consultant Solicitor

Jurisdiction: England & Wales

E: [nick.tsatsas@keystonelaw.co.uk](mailto:nick.tsatsas@keystonelaw.co.uk)

T: 020 3319 3700

## Overview

Nick is an experienced employment lawyer and acts for domestic and international employers, as well as senior executives and high-net-worth individuals. Although he acts for clients across a wide range of sectors, he has particular expertise in dealing with employment related issues arising in the fashion, media, retail, sports and transport sectors. Nick's practice covers advisory work as well as contentious disputes.

## Expertise

- Bonus and commission disputes
- Director and shareholder disputes
- Employment status
- Drafting and advising on employment contracts and policies
- Terminations and dismissals
- Disciplinary and grievance issues
- Litigation in the Employment Tribunal, Employment Appeal Tribunal and High Court
- Restructuring and redundancies
- Breach of contract and wrongful dismissal claims
- Bullying or harassment
- Sickness absence and performance management issues
- TUPE
- Unfair dismissal claims

## Cases

### Employment:

- Drafting a full suite of template employment contracts and policies for a new financial services business, and advising it in relation to issues arising in the recruitment of staff.
- Drafting post-termination restrictions and advising employers and employees in relation to the enforceability of the same (including litigating disputes involving "team moves", and advising their settlement).
- Advising high profile celebrities in connection with the employment law aspects of investment into their eponymous businesses (including a renowned jeweler and chef), including as regards the drafting of new service agreements and incentive schemes.
- Advising a well-known high street shoe retailer on TUPE issues in connection with the move of its warehousing and distribution facility, and also in connection with its Modern Slavery Act obligations.
- Advising senior executives in relation to High Court disputes involving contractual bonus, wrongful dismissal and shareholder disputes.
- Advising a foreign bank on its ability to monitor the activities of its employees, including data protection issues relating to the same.
- Advising one of the country's largest public transport providers on the full range on contentious and non-contentious employment law issues, including those arising in connection with M&A activity.
- Advising a high-profile model agency on its terms of employment, remuneration and maternity policies and the post-termination competitive activity of former employees.
- Advising a major high-street fashion retailer on Board level appointments and terminations, and also in relation to a joint venture agreement with a supplier.
- Advising a publishing company on performance management and sickness absence issues.
- Advising a Managing Director on the termination of his employment by a TV production company.
- Advised a public relations firm on a variety of employment-related matters, including in relation to GDPR, the recruitment of staff, dismissals, a sabbatical policy, and in relation to a disgruntled former consultant who was posting defamatory comments about the company's employers and officers online.

## **Sport:**

- Advising the former manager of a Premier League football club in relation to unfair dismissal and breach of contract claims in a case that ran for 3 years, and was fought in the Employment Tribunal, Employment Appeal Tribunal, County Court, High Court and Court of Appeal.
- Advising a former Premier League footballer in relation to the termination of his playing contract due to injury.
- Advising the marketing manager of a Formula 1 team in relation to a dispute regarding bonuses.
- Advising a Formula 1 team in relation to the possible termination of a driver's contract.
- Advising on the employment aspects of a transaction involving the acquisition of a Football League club in administration.
- Acted for four long-serving senior members of a Premier League football team's coaching staff on the termination of their employment following the high-profile departure of former manager.

## **Recognition**

Nicholas Tsatsas of Keystone Law is appreciated by clients for his persuasiveness and being someone who is "*comfortable in his work and in his views.*" He provides a range of employment law services including advice on

employment status and contractual issues.

## **Chambers UK 2019**

Recognised in the Legal 500 2018 for Employment: Employers and Senior Executives and Sport

Recognised by Best Lawyers (UK) 2020 and 2019 in the practice area of Employment

*Nicholas Tsatsas is known for working for clients in the retail, transport and financial sectors. An impressed client appreciates that he is "commercially orientated and understands our business".*

*Chambers & Partners 2018*

*"Very knowledgeable" Nick Tsatsas has been acting on various contentious and non-contentious matters, including senior executive exits, remuneration issues and employment issues regarding corporate transactions."*

*Legal 500, 2017*

*Praised by clients for his strong negotiation skills. He regularly advises groups from the retail and fashion sectors. Sources note that "his advice regarding senior staff issues is invaluable"*

*Chambers and Partners 2017*

*Praised... for his skill in handling both negotiation and litigation. Sources describe him as "always quick to respond, and clear at explaining approaches" adding "he does not just recite the law, but gives practical interpretation and guidance"*

*Chambers & Partners 2016*

*Boasts a diverse employment practice that spans the financial services, retail and technology sectors. Peers consider him to be a "very sensible opponent who doesn't waste the time or money of his clients"*

*Chambers & Partners, 2014*

*Nick is a member of the Employment Lawyers' Association*

## **Career**

<b>2018</b>	<b>Keystone Law</b>   <i>Consultant Solicitor</i>
<b>2008-2017</b>	<b>Fladgate LLP</b>   <i>Partner, Head of Employment</i>
<b>2005-2008</b>	<b>Michael Simkins LLP</b>   <i>Partner, Head of Employment</i>
<b>2000-2005</b>	<b>Clifford Chance LLP</b>   <i>Senior Associate</i>
<b>1996-1999</b>	<b>Archon/Langlely &amp; Co</b>   <i>Solicitor</i>
<b>1996</b>	<i>Qualified as a solicitor</i>