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## JAMES WYNNE

Call: 2002



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### Overview

A leading junior with a Masters in Labour Law from LSE, James Wynne has a general commercial practice with a focus on employment law.

On the employment side, James' practice involves advocacy and advisory work covering the range of disputes including discrimination, termination of employment, TUPE, whistle blowing, contractual and restrictive covenant issues, and collective matters. James has appeared in tribunals across the country, the County Court and High Court, he regularly represents parties at the EAT and has acted as sole counsel in the Court of Appeal. He has acted in several matters with large numbers of claimants and on test cases.

On the commercial side, James' practice involves advocacy and advisory work at all stages of litigation. His expertise includes both contractual disputes and those with a restitutionary element, the sale and supply of goods and services, hire purchase, conflict of laws, insolvency and employment agency contracts.

James regularly acts for parties in professional negligence actions, in particular the negligence of solicitors, barristers and trade unions.

James takes a clear and pragmatic approach to his advisory work and advocacy, quickly identifying the central issues, thinking laterally to resolve them where necessary, whilst taking care to understand the practical and commercial aspects of the litigation.

His education includes a Masters degree in Labour Law from LSE, an LLB from UCL and a BA in Engineering from Cambridge. He worked for IDS for a year writing employment law articles and part of the Disability Discrimination Handbook. His practical experience includes working for several years for the MoD both as a civilian and in the reserve forces, and as an engineer on the construction of large scale desalination plant.

### Employment

James has appeared in tribunals across the country, the County Court and High Court, he regularly represents parties at the EAT and has appeared in the Court of Appeal. He acts in a broad range of employment matters including the following:

- Employee and worker status
- Equality and discrimination
- Equal pay
- Industrial action and collective labour law
- Injunctive relief and employee competition
- Dismissal and redundancy
- TUPE
- Whistle blowing
- Multi claimant cases
- Jurisdiction and procedural issues
- Pay and bonus disputes
- Costs

## Disciplinary and Regulatory

James' practice includes representation at internal hearings and professional disciplinary panels. He has also acted as an investigator in a complex internal grievance and as the chair of an internal appeal panel.

## Commercial

On the commercial side, James' practice involves advocacy and advisory work at all stages of litigation. His expertise includes:

- Contractual disputes
- Restitutionary claims
- Sale and supply of goods and services and hire purchase
- Conflict of laws
- Insolvency
- Employment agency contracts.
- Confidential information and soft IP

## Civil Fraud

Injunctions, including those relating to restrictive covenants, confidential information, springboard relief, fiduciary duties, team moves and garden leave

## Professional Negligence

James regularly acts for parties in professional negligence actions, in particular the negligence of solicitors, barristers and trade unions.

## Appellate Work

James is regularly instructed on appeals to the EAT. Some of his notable cases include:

- Sheffield Forgemasters International Ltd v Fox [2009] IRLR 192
- David Wilson Homes Ltd v (1) Glass (2) Horner [2008] All Er (D) 120 (Jun)
- Northgate HR Ltd v Mercy [2008] IRLR 222 CA
- Hastingsbury School v Clarke [2008] All ER (D) 243 (Feb)
- Voith Turbo Ltd v Stowe [2005] IRLR 228 EAT
- Humphries v Chevler Packaging Ltd UKEAT/0224/06, IDS Brief 819 (December 2006)
- Real Time Civil Engineering Ltd v Callaghan [2006] All ER (D) 222 (Jan)
- St Nicholas Parochial Church Council [2005] All ER (D) 70 (Oct)