Blake Lapthorn

the natural choice in law

other employment disputes

Our **Employment** and **Commercial Litigation** teams are well placed to deal with breach of contract claims in the High Court, in cases where the **Employment Tribunals** do not have jurisdiction due to the level of claims.

We have extensive experience dealing with such matters as the non payment of bonuses (whether they are expressed to be contractual or discretionary), claims for non payment of a notice period in circumstances when an employee has been dismissed and also obtaining and defending injunctions for breach of restrictive covenants in **employment contracts**.

Examples of employment dispute cases we have dealt with include:

- acting for a well known manufacturing company in a successful claim against a former employee for misuse of confidential information
- acting for an employee against an employer who provided a negligently prepared employment reference, achieving a significant award of damages
- advising on numerous claims concerning alleged breaches of restrictive covenants in employment contracts both for claimants and defendants
- advising a US-based manufacturing company in a claim against an ex-employee for breach of confidentiality and breach of his restrictive covenants in relation to a manufacturing process and customer/client contact list and an application for injunctive relief in that regard
- acting for a specialist metal stockist, to enforce garden leave and post-termination restrictions contained in two senior employees' contracts of employment. This involved issuing injunctive proceedings and as a result the client was able to keep the employees out of the market for the duration of the post termination restrictions
- acting for a specialist financial markets head hunter to stop an employee unfairly competing with it whilst still employed and on garden leave. We were able to resolve the matter without having to issue proceedings, which included obtaining payment of all legal costs and an account of profit
- acting for a staffing company in relation to a team move, whereby a whole team of individuals moved to a competitor and misused confidential information and breaches various restrictive covenants. As a result of an early and pro-active intervention, we were able to settle this complex matter in a commercially beneficial way for the client thereby avoiding costly and potentially risky litigation.

View our client guide to employment injunctions.

our employment disputes reputation

"The team's **litigation** practice continues to go from strength to the strength. Clients include Adecco and Manpower, and the team also acts for UK border agencies on the immigration status of agency workers."

Chambers UK, A Client's Guide to the Legal Profession 2010

For more information please contact:

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