

GALL

Andrea Randall

PARTNER

Practice Area(s):

EMPLOYMENT, REGULATORY/CRIMINAL

Andrea is an Employment and Regulatory Lawyer advising on both Hong Kong and English law. Andrea has significant and extensive experience in high profile complex litigation, including multi-jurisdictional disputes. She undertakes all types of Employment Law work and advises on all aspects of the employment relationship including:

- Hiring Strategies
- Negotiating and drafting contract terms
- Entitlements under deferred compensation, bonus and share schemes
- Drafting and advising on post termination restrictions
- Advising on performance reviews and appraisals
- Advising on internal investigations, SFC regulatory investigations and disciplinary issues
- Discrimination and privacy complaints/issues
- Applying for and defending injunctions
- Advising on redundancy issues
- Advising on termination and separation agreements
- Representing both employers and employees engaged in legal proceedings from the Labour Tribunal to Court of Final Appeal

The focus of Andrea's Regulatory practice is representing individuals who are the subject of internal investigations and/or external regulators including HKMA, SFC and/or police investigations. Andrea advises individuals on behaviour that questions whether approved persons are "fit and proper".

Prior to joining Gall, Andrea worked at Ferguson Solicitors LLP (now Spring Ferguson), a boutique London firm specialising in Employment Law.

Andrea's recent cases include:

- Defending one of the world's largest interdealer brokers against wrongful and unreasonable termination, unpaid wages and bonus claims.
- Advising a senior employee on sensitive regulatory issues arising from regulatory investigations in Asia and the US.



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What People Say

« The advice I received was accurate and swift, enabling me to reach a good conclusion with my employer; Andrea responded quickly and helped me resolve matters fully. »

Leading Individual, Employment - Chambers Asia-Pacific 2020

« Andrea is attentive and knowledgeable. »

Next Generation Partner, Labour & Employment - Legal 500 Asia Pacific 2020

« Andrea is an excellent employment and labour lawyer in HK. The advice that she provides is top notch and she saw a very difficult matter through to a positive resolution for us. »

« She is an excellent counsel (in the truest sense of a counsellor who offered sharp and thoughtful advice) and her service standards were of the highest order. »

Distinguished Practitioner, Labour & Employment - Asialaw Leading Lawyers 2020

Recommended Lawyer, Leading Hong Kong Employment Lawyer Rankings

The Doyle's Guide 2019-2020

« The 'very thorough, detail-oriented' Andrea Randall displays 'an excellent understanding of the law'. »

Recommended Lawyer, Employment - Legal 500 Asia Pacific 2019

Ranked as one of the "Best Lawyers" for service quality

Asialaw Profiles 2019 - Data Intelligence Report: Hong Kong

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- Advising on internal investigations of employee misconduct as well as external investigations involving the SFC, HKMA and ICAC.
- Advising on the treatment of employees in one of the world's largest acquisitions.
- Investigating and advising large multinational companies in respect of employee fraud.
- Advising a senior employee in respect a disability and whistleblowing claim.
- Acting for a former CEO and commencing proceedings in the High Court for a breach of contract claim in respect of deferred compensation and shares.
- Acting for the former Chairman and Head of a well-known Investment Bank and commencing proceedings in the High Court for breach of contract and nonpayment of bonus.
- Successfully resisting an injunction sought to prevent a team of employees joining an alleged competitor.

« She offered thoughtful legal strategy and analysis to deal with sensitive issues.

She is responsible, reliable and accountable. Very decent and nice.

Ms. Randall has done an excellent job for me. I am happy that my case received priority and attention from Andrea. She knows my situation well and has given me good legal advice. She is excellent overall. Good communication skills with good problem-solving solutions.

Andrea is well-connected, highly-experienced and a knowledgeable international employment lawyer. »

Leading Lawyer, Employment - Asialaw Profiles 2019

« The strengths of the firm include high professional standards, taking the client's interest first, and competence in related legal issues. I am particularly impressed with Andrea, the partner in charge. »

Outstanding Firm, Employment – Asialaw Profiles 2019

Winner, Best in Labour and Employment
Euromoney Legal Media Group Asia Women in Business Law Awards 2018

Nominee, Asia Pacific Rising Star Award
Asialaw & Benchmark Litigation Asia Pacific Dispute Resolution Awards 2018

« “We worked with Gall mainly on employment matters and find their lawyers very well-versed and aggressive”.

Andrea Randall has an impressive knowledge of HK and English employment law,” says a client. “Andrea offers creative legal strategies,” says another. »

Leading Lawyer, Employment – Asialaw Profiles 2018 and Asialaw Leading Lawyers 2018

« Andrea Randall's employment litigation experience including claims for breach of contract, wrongful termination, unlawful dismissal, discrimination, whistleblowing and bonus disputes. »

**Recommended Individual, Employment
- Legal 500 Asia Pacific 2018**