

GALL



EMPLOYMENT

Gall's award winning employment team deal with the full range of employment law related issues and are one of the few firms in Hong Kong who act for both employers and employees on both contentious and non-contentious matters.

We give advice and act for clients 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 complaints
- Advising on redundancy issues
- Advising on termination and separation agreements
- Applying for and defending injunctions
- Representing both employers and employees engaged in legal proceedings from the Labour Tribunal to Court of Final Appeal

Senior Partner Nick Gall has extensive experience in advising on all aspects of the employment relationship. He has acted for publicly listed companies, senior employees, the Hong Kong Government, the US Government, major international banks and corporations throughout the world.

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Awards and Recognition

Labour and Employment Firm of the Year
AsiaLaw Awards 2020

« Very experienced in employment litigation »

**Leading Individual, Andrea Randall - Employment
Chambers Asia-Pacific 2020**

« Andrea is attentive and knowledgeable. »
Next Generation Partner, Andrea Randall - Labour & Employment - Legal 500 Asia Pacific 2020

« Gall is a first-class firm, offering practical and cost-effective advice »

« Very effective »

Outstanding Practice, Labour and Employment – Asialaw Profiles 2020

Distinguished practitioner, Andrea Randall - Employment
Asialaw Profiles 2020

Recommended Firm and Recommended Lawyer, Andrea Randall
The Doyles Guide to Leading Hong Kong Employment Law Firm and Lawyer Rankings 2018-2020

Winner, Firm of the Year – Hong Kong
Benchmark Litigation Asia-Pacific Awards 2019

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Nick advises on contractual disputes, bonus and incentive arrangements, negotiated terminations, strategic issues, discrimination and harassment claims and obtaining injunctive relief on breaches of post termination restrictions. Nick is consistently ranked as a top tier lawyer in the major legal guides. He has been recognized as a Leading Individual in both Legal 500 Asia Pacific and Chambers Asia Pacific guides from 2011-2019. He is also consistently ranked in Asialaw Leading Lawyer, the ALB Hong Kong Law Awards and Who's Who Legal Asset Recovery.

Partner Andrea Randall advises 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 claims for breach of contract, wrongful termination, unlawful dismissal, discrimination, whistleblowing and bonus disputes. She also seeks and defends injunctive actions relating to confidential information, post termination restrictive covenants and team moves. Recently, she has been involved in leading a number of internal investigations relating to employee misconduct and has subsequently advised on disciplinary hearings, suspensions and sanctions. On the non-contentious side, Andrea regularly advises and drafts employment contracts, staff handbooks, bonuses and post termination restrictive covenants and separation (compromise) agreements. Andrea is recognized as a top tier employment lawyer in all major legal guides. She has been listed as a Leading Individual in Chambers Asia Pacific and Legal 500, who describe her as "very experienced in employment litigation" and "very thorough, detail-oriented", and is listed as Distinguished Practitioner by AsiaLaw in its directory for Leading Lawyers in 2020. She has received a number of awards including "Best in Labour & Employment" (Women in Business Law Awards 2018) and was also nominated as "Employment Lawyer of the Year" in the Asia Legal Awards 2017.

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Nick Dealy has extensive experience in complex and multi-jurisdictional matters. He also advises on matters relating to employment law.

Kritika Sethia joined the firm in July 2019 as a Legal Analyst with previous experience in civil and commercial litigation as well as mergers and acquisitions. She supports the employment practice.

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.
- 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.