

GALL



EMPLOYMENT

Gall's award-winning team of employment lawyers advise on contentious employment law matters, providing advice to and acting for employers and employees on a range of issues including:

- Post-termination restrictions (e.g. restrictive covenants on non-compete, non-solicitation of employees and non-solicitation of clients)
- Internal investigations, SFC regulatory investigations and disciplinary issues
- Redundancy issues
- Termination and separation issues
- Injunctions – applying for and defending injunctions to prohibit use of confidential information and enforce post-termination restrictions
- Dismissals
- Breach of contract
- Discrimination claims
- Legal proceedings from the Labour Tribunal to Court of Final Appeal

We provide legal advice on ground-breaking, complex employment law disputes and are often referred work from other law firms where they are unable to act owing to conflicts of interest. As an independent firm we have the ability and experience to litigate against large financial institutions.

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

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Awards and Recognition

« Probably the best employment firm that can act for employees. Practical advice from experienced operators. »

« The team is commercially minded and provides practical advice which is easy for us to implement. »

Leading Firm, Employment - Legal 500 Greater China 2026

« Displaying vast insight into post-termination restrictions, internal investigations, and discrimination claims, Gall is highly regarded for representing financial institutions and fund managers. »

Leading Firm, Employment - Legal 500 Greater China 2025

« Dispute Resolution Boutique Law Firm of the Year »

ALB Hong Kong Law Awards 2022-2023

Outstanding - Labour & Employment
AsiaLaw Profiles and Leading Lawyers 2022

Recommended, Labour and Employment
Benchmark Litigation Asia-Pacific 2021

« Employment is one of Gall's specialities. They perform as well as other specialist practices in this area and punch above their weight. »

Leading Firm, Employment Law - Chambers Asia Pacific 2021

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international banks and corporations throughout the world.

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 2011-2021. He is also consistently ranked in Asialaw Leading Lawyer, the ALB Hong Kong Law Awards and Who's Who Legal Asset Recovery.

Contacts



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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.