

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

Outstanding - Labour & Employment
**AsiaLaw Profiles and Leading Lawyers
2022**

« 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**

« I have always found them very responsive and keen to help. »

**Leading Firm, Labour & Employment -
Legal 500 Asia Pacific 2021**

« Matthew Durham is "excellent" and "an experienced expert" »

**Leading Individual, Dispute Resolution -
Chambers Asia-Pacific 2021**

« Very experienced in employment litigation »

Chambers Asia-Pacific 2020

Recommended Firm

**The Doyles Guide to Leading Hong Kong
Employment Law Firm Rankings
2018-2020**

« Matthew Durham is "excellent" and "an experienced expert" »

**Leading Individual, Dispute Resolution -
Chambers Asia Pacific 2021**

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

Matthew Durham joined Gall's Employment practice as an England and Wales qualified Registered Foreign Lawyer in January 2021 and is an experienced employment lawyer specialising in employment matters. He is known in the market for advising multi-national companies on the full range of employment issues relating to hiring and separating, employment contracts, handbooks and policies, international secondments, transactions and restructurings, labour unions, stock options and incentive schemes, social insurance and welfare schemes, employee fraud, and restrictive covenants.

Matthew also advises employees and individuals on a wide variety of employer-facing issues, including contracts and terms, conduct issues, whistleblowing and separations. He also handles contentious matters such as labour disputes, investigations, director and executive liability, and sexual harassment issues.

Ranked as a "Leading Individual" in Legal 500 Asia Pacific and recognised by Chambers Asia Pacific since 2011, Matthew has been based in Asia for over 20 years and is a regular speaker and panellist at conferences across the region.

Felda Yeung is an Of Counsel at the firm (having joined as a Trainee Solicitor in 2011) and her experience in employment law focuses on contentious employment matters, where she acts and advises employers and employees on allegations of breach of contract with a focus on issues relating to confidential information.

Contacts



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Vanessa joined Gall's Employment practice as an Associate in January 2022 with experience in both contentious and non-contentious employment and commercial matters.

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.