



## PAUL GILROY QC

**Head of Employment Group**

**YEAR OF CALL**

1985, Gray's Inn

**EDUCATION**

LLB (Hons)

**ASSOCIATIONS**

Employment Law Bar Association  
Employment Lawyers Association  
Personal Injury Bar Association  
Professional Negligence Bar Association

*"Paul Gilroy QC is, according to feedback, an excellent performer who is a cut above other silks in the North. His 'sharp, quick-witted style' is 'entertaining to watch, even from the other side'."*  
Chambers & Partners 2010

*"Solicitors and clients admire the 'robust, user-friendly and extremely commercial' Paul Gilroy QC, who remains 'top of the list' for many interviewees. They admire 'his willingness to really roll up his sleeves' and 'his capacity for bridging the gap between solicitors and barristers'."*  
Chambers & Partners 2009

*"Highly rated Silk who Heads the Employment Group"*  
Legal 500 – 2008

*"Outstanding, with a brilliant commercial slant."*  
Chambers & Partners 2004

**APPOINTMENTS**

Queen's Counsel  
Part-Time Employment Judge  
Specialist Member of the Judicial Panel of the Football Association  
Member of the Chairperson's List, Sport Resolutions (UK) Panel of Arbitrators  
Accredited Counsel for the General Medical Council

**PROFILE**

Paul Gilroy QC is principally known for his work in the field of employment law. In this area of practice he has featured regularly in the Chambers & Partners' Directory, in which he is described as a "Leader in the Field", and as being "overwhelmingly popular". He has for some years been referred to as a "highly rated" member of the Employment Law Bar in the Legal 500 Directory.

He has extensive experience of advisory/drafting work and advocacy in all areas of his practice.

As well as advising on non-contentious matters and acting for employers and employees in all forms of employment litigation in the Employment Tribunals, the EAT, the County Court and High Court, he has also appeared before NHS Tribunals, internal Police disciplinary inquiries and internal hearings conducted by professional sports bodies, academic institutions. He has developed a special interest in disciplinary proceedings and inquiries relating to members of the medical profession. He acted in the Public Inquiry into the Personality Disorder Unit at Ashworth High Security Hospital, and on behalf of the

bereaved families in the Public Inquiry into the case of Dr Harold Shipman. He acts for and against local and public authorities, trade unions and plcs.

In the High Court he specialises in injunctive work (both individual and collective), restraint of trade, the protection of confidential information and wrongful dismissal. In the Employment Tribunals he has much experience of Transfers of Undertakings, discrimination and redundancy work, dealing regularly with multiple Claimant cases, including the largest class action in Scottish Employment Tribunal history.

Paul Gilroy QC deals with general commercial work and quasi-employment matters such as litigation concerning the Commercial Agents Regulations. He contributes to professional publications, annotates employment legislation for Current Law Statutes, edits the Sweet & Maxwell Encyclopaedia on Employment Law and is a frequent speaker on Employment Law.

**NOTABLE CASES**

- *Provident v Hayward* [1989] 3 All ER 298 (CA) (Garden Leave).
- *YKK v Ely* [1993] IRLR 500 (CA) (Equivocal resignation/SOSR).
- *Ashworth Hospital Inquiry* [1997-98].
- *Abbey National v Formoso* [1999] IRLR 22 (EAT) (Pregnancy related discrimination).
- *Chief Constable of the West Yorkshire Police v W* [1999] (EAT) (ET Procedure).
- *Bradley v Greater Manchester Fire Authority* [2001] (EAT) (Disability Discrimination).
- *Hubberstey v South Ribble DC* [2001] (EAT) (Disability



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“Stands head and shoulders above the rest’ say solicitors. Researchers heard that his ability to pick up a case and knock it into shape is ‘phenomenal’. Interviewees commented: ‘He is great at taking something shapeless and giving it the “Armani” touch’. A combination of high intellect, a down-to-earth manner and impressive client skills make sources ‘sing his praises from the rooftops.’”  
Chambers & Partners 2005

“...Applauded for his ‘depth of expertise across a wide range of traditional employment law issues’ ...Apart from his obvious intellectual ability, the market commended his ‘client-friendly, commercially astute approach’ “  
Chambers & Partners 2006

Paul Gilroy has an excellent reputation in the field.  
Legal 500 – 2006

Paul Gilroy who performs ‘cross-examination by scalpel’  
Legal 500 – 2005

Discrimination).

- Shipman Inquiry [2001-04].
- Kells v Pilkington plc [2002] IRLR 693 (EAT) (Equal Pay).
- 61 store managers v Sainsbury’s Supermarkets Ltd [2003] (ET) (Unfair Dismissal).
- 161 employees v Convergys EMEA and others [2003] (ET Sc) (Unfair Dismissal/TUPE).
- 38 employees v Citicapital Fleet Ltd and another [2004] (ET) (Unfair Dismissal/TUPE).
- Reed Print & Design Ltd v GPMU [2004] (HC) (Injunctive relief for industrial action).
- Kilgallon v Pilkington Automotive Ltd [2004] (EAT) (Redundancy).
- Bailey v Sterling Ltd [2004] (EAT) (Working Time).
- Wanadoo v Inland Revenue [2004] (ET) (Minimum Wage enforcement).
- Phelan v Gala Group [2004] (ET) (Sex Discrimination, Equal pay and Unfair Dismissal).
- Jackson & 11 others v Reed Print and Design Ltd [2005] (ET) (£800k Unfair Dismissal).
- Astbury v Gist Ltd [2007] All ER (D) 480 (Mar) (EAT) (Implied contracts of service).
- Hoyland v Asda Stores Limited [2005] IRLR 438, (EAT Sc); [2006] IRLR 468, (Ct Sess).
- Stewart & Smith v Princes Limited [2005] (ET) (£250k Whistleblowing).
- Longwright v Sheffield City Council [2005] (ET) (Whistleblowing).
- Poole v Christie Hospital NHS Trust [2005] (ET) (Trade union victimisation).
- Shenton v DPC [2005-2007] (ET) (Sex Discrimination – Equity Partner in Accountancy Firm. 12 day hearing on liability. Succeeded for Claimant. Award in high 6 figures).
- Smethurst v St Christopher’s School and others [2004-2006] (CC) (Race discrimination in Education) (obtained indemnity costs estimated at £250k on dismissal of claim).
- Manchester Airport v UNISON [2006] (HC) (Strike

action).

- Piercy and 170 others v Carrs Billington and others [2006] (ET) TUPE non-consultation.
- Betts v Caudwell Group Ltd [2006] (HC) (£1.4 million wrongful dismissal).
- Various v Whitbread [2006] (ET) (3 handed Unfair Dismissal; estimated exposure of £180k).
- Iceland Foods Limited [2006] (Retained to advise on employment law and industrial relations implications of transfer and possible closure of distribution function).
- Trafford & Cromer v British Telecom [2007] (6 figure whistleblowing claims).
- Michalak v Mid Yorkshire Hospitals NHS Trust [2007] All ER (D) 194 (Nov) (Injunctive relief to restrain disciplinary action against Consultant Physician).
- Dr E Khudados v North Western Deanery & others [2007] EWCA Civ 1316 (Court of Appeal) (Specialist Registrar – Breach of Contract).
- Live Nation v Galbraith [2007] (Restraint of Trade dispute between 2 of the largest global live music corporations).
- Wincanton v T&GWU [2007] (Industrial action).
- Eurostar v RMT [2007] (Industrial action).
- Oyarce v Cheshire County Council [2008] WLR (D) 138 (Court of Appeal) (Race Discrimination – reversal of burden of proof).
- Wincanton v UNITE [2008] (Industrial action).
- Hurry v DEFRA [2008] (Age Discrimination claim involving challenges to Principal Civil Service Pension Scheme).
- Telegraph Media Group v NUJ [2008] (Industrial action).

