



Alan Chalmers

Partner

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Alan Chalmers has over 25 years' experience advising on all aspects of employment law, both contentious and non-contentious.

He advises both public and private sector clients including major PLC's across many sectors including manufacturing, retail, media sports and entertainment, construction, transportation and consumer products.

Alan's practice includes advising on a wide range of employee relations issues in respect of resolving employment disputes (including litigation, industrial relations disputes and strike action), regulatory compliance, boardroom disputes and senior executive severances. Alan has substantial experience of providing strategic advice on large scale reorganisations including redundancy and TUPE and other outsourcing exercises and advising on compliance with collective consultation obligations with employee representatives and negotiating with trade unions.

He has defended numerous cases of race, age, sex and disability discrimination as well as harassment and whistleblowing claims and has advised on landmark Court of Appeal cases as well as cases of significant value in each of these areas. He regularly provides in-house training and presentations to clients on various aspects of employment law including dealing with disciplinary issues, regulatory compliance, Equality Diversity and Inclusion, and avoiding discrimination claims.

• Employment

• Industrials

- Advising a US industrial sector and metals manufacturer on a project to close its Defined Benefit pension schemes. This was complex due to a number of factors including the number of locations, the different schemes and the contractual/consultation arrangements in place as well as substantial Trade Union opposition. We were heavily involved in the consultation process, drafting responses to the representatives and Trustees and attending and participating in several weeks of difficult negotiations with the trade unions to reach a satisfactory agreement.
- Advising Imperial Chemical Industries Limited v MacCulloch (EAT) leading UK case on age discrimination and redundancy schemes.
- Advising a major UK brewer advising on numerous grievances and successfully defending multiple claims presented by the same senior shop steward for less favourable treatment on trade union grounds and alleged failure to permit time off for Trade Union and Health and Safety duties, unfair dismissal (for carrying out health and safety and trade union activities) and wrongful dismissal.
- Advising a global consumer goods manufacturer in respect of negotiations with its UK trade union relating to changes of terms and conditions, renegotiation of collective bargaining agreement and issuing new contracts of employment.

- Advising a global online gaming company managing a project to deliver advice in 24 jurisdictions within 72 hours in respect of employment legal obligations arising from COVID 19 related redundancy and cost savings measures, salary reductions, hours reductions and available emergency Government measures.
- Advising a Global data protection and data management software company in respect of their legal obligations to meet the GDPR and Data Privacy laws including policy drafting, training for managers and providing compliant data privacy notices and amendments to contracts of employment.
- Advising a UK hotel group advising on contract change and flexible working practices to create a bespoke part-time contract which guaranteed a minimum number of working hours, whilst retaining the flexibility of a casual arrangement. Advice included a number of complex areas such as flexing annual leave allowance, time off in lieu, benefits and transferring staff from a number of differing contracts to one new contract.
- Advising a UK newspaper and digital publisher in respect of the closure of a manufacturing site and relocation of business to a new location including outsourcing of activities, TUPE and redundancy consultation.
- Advising Simco Limited, Simon Cowell, Amanda Holden and Others v Czikai successful defence of Britain's Got Talent TV show in respect of disability discrimination and employment status claim.
- Alan has provided advice to many football clubs including: Newcastle United, Leeds United, Leicester City, Sheffield Wednesday, Mansfield and Burton Albion. Alan also handled the first two references ever made to football's Premier League Managers arbitration tribunal.

CREDENTIALS

Professional Qualifications

- Solicitor of the Senior Courts of England and Wales

Prior Experience

- 2001 to date, Partner, DLA Piper
- 1996 to 2001, Associate, DLA Piper
- 1993 to 1996, Solicitor, DLA Piper
- 1991 to 1993, Trainee Solicitor, DLA Piper

Recognitions

- "Alan Chalmers heads the 'top-notch' team at DLA Piper UK LLP, which attracts praise for its ability to 'distil complex legal arguments into plain English.'" *Legal 500*

Education

- Law Society Finals (First Class Honours), 1991
- Sheffield University, Law LLB (Hons), 1988

Memberships

- Employment Lawyers Association
- Industrial Law Society

Lecturer

Alan Chalmers is a former tutor on employment law at Sheffield University.

INSIGHTS

Events

Alan frequently lectures on employment law to HR departments and members of the Chartered Institute of Professional Development.