



Gurpreet Duhra

Partner

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Gurpreet Duhra's practice is broad including workplace restructuring, senior executive issues, investigations, diversity and inclusion, collective employment issues and employment disputes. Gurpreet has experience of protecting businesses against unlawful competition and misuse of confidential information by employees and ex-employees.

Gurpreet also regularly leads international employment projects and mandates for global clients across regions, acting as the single point of contact to ensure clients receive a seamless service "one stop shop" managed service for all of their international HR legal needs.

LANGUAGES SPOKEN

- Punjabi

- Employment
- Technology
- Consumer Goods, Food and Retail

Punjabi

- Advising a major international hotel chain on standby and call out issues relating to national minimum wage and working time compliance.
- Advising a key hospitality client on the outsourcing of its housekeeping function in multiple locations and its approach to TUPE consultations.
- Advising a key leisure sector client, representing the client in complex High Court and Employment Tribunal litigation with its former general manager relating to breach of contract, breach of fiduciary duties, discrimination and harassment claims.
- Representing several global technology companies on global restructuring projects involving collective consultation with staff representative bodies (including trade unions and European Works Councils), changes to terms and conditions and headcount reduction.
- Representing a global technology company on landmark employee commission litigation and successfully defending claims at trial.
- a leading rail company in defending one of the largest class action claims in the Employment Tribunal for alleged breach of collective redundancy and TUPE laws, following the collapse of Jarvis Rail.

- Advising a major retailer on a statutory trade union recognition request and representing the company before the Central Arbitration Committee.
- Representing a major fashion retailer in a HMRC investigation into allegations of failure to comply with the National Minimum Wage legislation.
- Handling a sensitive investigation relating to potential breaches of the code of conduct by a senior executive within a leading global packaging company.
- Advising multi-site manufacturing company on a restructuring programme to change and harmonise employee terms and conditions as part of a post-acquisition integration process.

CREDENTIALS

Professional Qualifications

- Solicitor of the Senior Courts of England and Wales

Prior Experience

- 2012 to date, Partner, DLA Piper
- 2008 to 2012, Associate, DLA Piper
- 2003 to 2007, Solicitor, DLA Piper
- 2001 to 2003, Trainee Solicitor, DLA Piper

Recognitions

“The group benefits from being able to leverage its international network in cross-border matters and has notable expertise in the technology, manufacturing, financial services and retail sectors. Duhra is highlighted for his expertise in collective employment issues.”
Legal 500 UK 2019

Education

- University of Sheffield, LLB (Hons); LPC

Memberships

- Employment Lawyers Association
- Law Society

Additional Qualifications

- Mentor on DLA Piper's Break into Law Programme
- Member of the Equality, Inclusion and Diversity Committee, University of Sheffield

INSIGHTS

Publications

UK Employment Law Podcast Episode 2: UK Employment Law Health Check 2020

24 September 2020
UK Employment Law Podcast

In this edition of the DLA Piper UK employment law podcast series, Partners Gurpreet Duhra and Clare Gregory look at the latest UK employment law regulation and discuss what employers need to think about now to avoid reputational damage and ensure they are compliant for future regulation.

UK Employment Law Health Check 2020

15 September 2020

In 2020, we offered employers the opportunity to complete our UK Employment Law Health Check survey.

Events

Previous

Employment law compliance: Taking stock in 2020 and looking ahead to 2021

21 Oct 2020

Webinar

- Regular speaker at Annual DLA Piper International Employment Law Conference.
- Contributor to DLA Piper Techlaw Podcasts Series.