



Laura Scampion

Partner

HEAD OF EMPLOYMENT, NEW ZEALAND

laura.scampion@dlapiper.com

Auckland

T: +64 9 916 3779

F: +64 9 303 2311

M: +64 21 809 957

Laura Scampion focuses on employment and health and safety law. She has a wide range of experience in the United Kingdom and in New Zealand.

Laura has experience in appearing before various courts and tribunals in both the United Kingdom and New Zealand, and regularly represents clients in mediation.

She was recently instructed by one of the NZSX's largest investment entities with regard to its health and safety risk profile, and has particular expertise in employment restructuring.

LANGUAGES SPOKEN

- English

- Employment
- Litigation, Arbitration and Investigations
- Restructuring

- Financial Services
- Consumer Goods, Food and Retail
- Insurance
- Technology
- Life Sciences

English

- Advised Pfizer on the employment aspects of its global sale of its nutrition business to Nestle.
- Advised Pfizer on the strategic HR issues involved in the spin-off of its animal health business, which was the biggest IPO since Facebook.
- Provides health and safety advice to one of the NZSX's largest investment entities and New Zealand's largest retailer.
- Regularly advises on large and complex restructures resulting in multiple redundancies.
- Provides all employment relations advice to one of the 'Big Four' accountancy firms.
- Provides daily advice to numerous clients on collective bargaining and other industrial relations issues.
- Acted for a United Kingdom bank in an HR shared services project from feasibility study to transfer of employees and consequent legal issues for service delivery outside the territory.
- Advised a global pharmaceutical company on its acquisition of a smaller United Kingdom-based pharma companies. This included substantial and on-going advice with regard to re-organising senior executive teams, remuneration and severance negotiations.
- Acted for a global pharmaceutical company (with presence in New Zealand) with regard to the restructure and re-organisation of

approximately 60% of the workforce.

- Advised senior executives and premiership football managers in negotiating golden parachute arrangements and managed exits.
- Provides regular advice on employee compensation, benefits and remuneration.
- Acts for one of New Zealand's leading financial services providers on contentious employment matters, including disciplinary issues relating to misconduct and performance.

CREDENTIALS

Professional Qualifications

- Solicitor of the Senior Courts of England and Wales, 2004

Prior Experience

- Laura has experience working for a boutique commercial firm in London before joining PwC, the world's largest global professional services firm. Whilst at PwC she advised *FTSE 100* clients alongside HR and tax consultants as part of an international HR network of lawyers advising on employment, pensions and immigration.

Recognitions

- Laura is ranked in the 2019 Legal 500 Asia-Pacific rankings as a leading individual in Labour and Employment. Legal 500 describes Laura as "a trusted adviser".
- Laura is also ranked as a leading Employment lawyer in the Chambers Asia-Pacific 2019 rankings. Chambers noting that Laura is "developing a strong reputation for the handling of non-contentious matters such as outsourcing and restructuring projects as well as employment disputes and disciplinary actions".
- Laura was ranked as a Leading Individual in Labour and Employment in Legal 500 Asia-Pacific 2018. Legal 500 praised her as a "key partner" "with more than 20 years' experience in local and international matters" and particularly mentioned her experience advising "Pfizer New Zealand on local issues arising from the US\$900m sale of its global infusion therapy business" and also acting on behalf of "Newell New Zealand on the sale of its tool business to Stanley Black & Decker".
- Laura was listed as another noted Employment practitioner in Chambers Asia-Pacific 2016. She was also mentioned under Employment in The Legal 500 Asia Pacific 2016.

Education

- University of Auckland, BA, 1998
- University of Auckland, LLB, 1998

Memberships

- New Zealand Law Society
- Law Society of England and Wales

INSIGHTS

Publications

COVID-19: A New Framework and Mandates for 1 in 5 Workers

2 November 2021

Bonus Schemes and Holiday Pay - Welcome Clarity from Court of Appeal

27 October 2021

COVID-19 vaccine policies for New Zealand employers

8 October 2021

Pushing for progress

23 September 2021

Alert Level 4, Round 2: The COVID-19 Wage Subsidy in 2021

20 August 2021

Fair Pay Agreements - here they come!

24 May 2021

Holidays Act overhaul

8 March 2021

Upcoming changes to the Holidays Act have been the subject of much discussion in recent weeks, as the Minister for Workplace Relations announced that all recommendations in the Holidays Act Taskforce report have been accepted by the Government.

Asia Pacific Employment Law Forecast 2021

16 February 2021

DLA Piper's APAC Employment Team has prepared their annual employment law forecast featuring a summary of the major legislative changes and key developments in 2020 that impacted the region and which also explores significant trends expected to shape the landscape for employers in 2021.

Taking steps to prepare for the 39% tax rate

9 February 2021

As the increase in New Zealand's top personal tax rate approaches, it is important to consider if there are steps that should (or should not) be taken to reduce its immediate impact.

Mass layoffs and collective redundancies guide

6 October 2020

As COVID-19 continues to impact the global economy in unprecedented ways, companies that have had to scale back or shut down operations are bracing for what the next few months will bring, and what this means for their workforces. In this guide, we examine key considerations for employers looking to make permanent reductions in force across APAC.

Establishing a new normal

2 October 2020

The COVID-19 pandemic disrupted. It dislocated. It damaged. But we saw resilience, we saw agility, we saw community. Around the world, DLA Piper colleagues Zoomed, Teamed and Skyped from home (even if the hours for us down here in New Zealand were often 'unsociable').

Resurgence Wage Subsidy while Auckland at Level 3

18 August 2020

Last Friday, the New Zealand government announced that Auckland will stay in COVID-19 Alert Level 3 for a further 12 days in response to the most recent outbreak. The remainder of the country remains in Alert Level 2. The nature of Level 3 means that the majority of businesses can operate only in a contactless way.

Significant changes to NZ's Privacy Act - but where is the bite?

1 JULY 2020

After a lengthy process (dating as far back as 1998, depending on how you measure it) the Privacy Bill, which amends the Privacy Act 1993, has finally made its way through Parliament. The Bill has passed its third reading and is now just awaiting Royal Assent.

Common sense prevails in re-write of whistleblowing law (New Zealand)

30 JUNE 2020

After much debate regarding whether New Zealand's whistleblowing laws were fit for purpose, a new piece of legislation was introduced to Parliament on 24 June 2020.

Cause for collective concern? (New Zealand)

11 May 2020

Unions in the United Kingdom are issuing warnings to employers that employees may walk off the job or refuse to turn up at all unless prudent steps are taken to ensure their safety. This concern has risen as the UK government prepares to ease COVID-19 lockdown restrictions and send millions of employees back to work, much like our own.

Level Three: What does that look like for New Zealand employers?

20 April 2020

The prospect of a shift to Alert Level 3 is encouraging for many of us who have been in lockdown for almost four weeks. But the move

brings with it a new set of questions for employers. How can health and safety duties be met by a business reopening? Can employees refuse to return to work? How will Level 3 affect changes made during Level 4?

With New Zealand having spent only 48 hours at Level 3 back in March, this remains largely uncharted territory for employers, employees, and advisors.

Important clarifications to Wage Subsidy and Leave Payments for New Zealand employers

31 MARCH 2020

On 27 and 28 March 2020 the Minister of Finance announced further changes to two of the main coronavirus Covid-19 relief measures, the Wage Subsidy and Leave Payments. Work and Income have also made significant updates to the guidance on their website and provided additional requirements in the employer declaration.

HSWA: New Zealand employer duties during coronavirus shutdown

27 March 2020

The escalation of New Zealand's COVID-19 status to Level 4 means that a number of businesses around New Zealand are now requiring employees to work from home. It is important to remember during this time that an employer's health and safety obligations will extend to both the office and home workspace.

Coronavirus New Zealand government rescue package

18 March 2020

With Finance Minister Grant Robertson warning that coronavirus COVID-19's economic consequences may exceed those of the last global financial crisis, the New Zealand government has announced a NZD12.1 billion package to cushion the pandemic's economic impact.

Coronavirus New Zealand government rescue package

Wednesday 18 March

Asia Pacific Employment Law Forecast 2020

23 January 2020

Teams of lawyers across 10 jurisdictions including Australia, China, Hong Kong, India, Indonesia, Japan, Malaysia, New Zealand, Philippines, Singapore, South Korea, Taiwan and Thailand have put together this year's 2020 employment law forecast.

[Events](#)

[Previous](#)

APAC Employment Webinar

9 September 2021
Webinar

APAC Employment Year in Review Webinar

3 February 2021
Webinar

Regional downsizings and redundancies in the time of coronavirus

3 July 2020 | 12:30 PM - 2:00 PM (HKT)
Webinar

WIN In-House Counsel Day

3 March 2020
Auckland

NEWS

DLA Piper assists Waterlogic on New Zealand entry

18 October 2021

DLA Piper Partner selected to 'Top Diverse Board-Ready Directors List 2021'

30 September 2021

DLA Piper Partner and Board member, Laura Scampion, has been selected for the inaugural Superdiversity Institute and the Ministry for Ethnic Communities 'Top Diverse Board-Ready Directors List 2021'.

DLA Piper advises Accel-KKR in Unimarket investment

13 August 2021

DLA Piper named a recipient of an employment 5-Star Excellence Award (New Zealand)

14 March 2021

DLA Piper in New Zealand have been named a recipient of a 5-Star Excellence Award for Employment Law Firms in this year's *Human Resources Director (HRD)* and *NZ Lawyer* 5-Star Excellence Awards.

DLA Piper wins two awards in the beaton Client Choice Awards 2021 (New Zealand)

23 March 2021

As voted by our clients, DLA Piper in New Zealand has been named the winners of two categories in the prestigious **beaton** Client Choice Awards 2021.

DLA Piper (New Zealand) recommended in the 2021 edition of the Legal 500 Asia Pacific

18 January 2021

DLA Piper New Zealand has been recommended across a broad range of practice areas in the latest edition of the *Legal 500 Asia Pacific*, retaining Tier 1 rankings in both Investment Funds and Insurance.

DLA Piper lawyers included in The Best Lawyers in New Zealand 2021 Edition

9 April 2020

DLA Piper is delighted to announce the inclusion of fourteen of our lawyers in the Best Lawyers in New Zealand 2021 Edition Awards.

Now in its 12th edition, the Best Lawyers in New Zealand awards are based entirely on peer review. This peer-review methodology gives insight into the consensus opinion of leading lawyers in New Zealand, about their peers in their community and legal practice area.
