



Laura Scampion

Partner
MANAGING PARTNER, NEW ZEALAND

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Laura Scampion is currently Country Managing Partner of DLA Piper New Zealand. She is also the Head of Employment in New Zealand.

Laura 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

Health and Safety - Still a Key Issue for Employers

24 May 2022

Health and safety dialogue has been largely dominated by COVID-19 and vaccination issues in recent times, to the point that 'traditional' health and safety issues have taken somewhat of a back seat. However, employers still need to ensure their wider health and safety obligations are met. In this update we provide a refresher of some key issues, to help keep them front of mind.

Whistleblowing Compliance Countdown: Are you ready?

20 May 2022

The Protected Disclosures (Protection of Whistleblowers) Act 2022 has received royal assent. The new legislation comes into effect on 1 July 2022 leaving little time for organisations to get their house in order.

Changes to Traffic Light settings and vaccine requirements

23 March 2022

New Zealand Government Announce Income Insurance Scheme Consultation

9 February 2022

The New Zealand Government have announced their intention to introduce a new scheme to fund redundancy compensation. The New Zealand Income Insurance Scheme (NZIIS) has a number of supporters and we consider it is likely to be implemented in some form.

Asia Pacific Employment Law Forecast 2022

20 January 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 2021 that impacted the region and which also explores significant trends expected to shape the landscape for employers in 2022.

Living with the Traffic Lights

21 December 2021

On 15 December 2021, the New Zealand Government formally released an optional vaccination assessment tool to help employers determine whether their workers need to be vaccinated. The tool is designed to give businesses with assurance and confidence in their vaccination policies.

Interview with Brianne West – How Ethique is revolutionizing the cosmetics industry with plastic free packaging

17 December 2021

Laura Scampion (Partner, Auckland) interviewed Brianne West, a New Zealand entrepreneur and founder of Ethique, revolutionizing the cosmetics industry with the world's first regenerative beauty and personal care brand

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

2 November 2021

It has been challenging for employers to keep track of the changes to the New Zealand approach to COVID-19 over recent weeks, and the impact this might have on their organisations.

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

27 October 2021

The Court of Appeal has just released a long-awaited judgment giving much needed clarity to employers on the issue of whether discretionary payments should be taken into account when calculating holiday pay.

COVID-19 vaccine policies for New Zealand employers

8 October 2021

Pushing for progress

23 September 2021

Our diversity and inclusion programme at DLA Piper in New Zealand has always enlisted and relied on the help of our employee base. Our employees own, drive, and enhance our programme.

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').

Events

Previous

APAC Employment Webinar

24 February 2022
Webinar

APAC Employment Webinar

9 September 2021
Webinar

APAC Employment Year in Review Webinar

3 February 2021
Webinar

NEWS

Two DLA Piper partners named as Most Influential Lawyers (New Zealand)

15 July 2022

DLA Piper partners, Laura Scampion and Emma Moran, have been named in NZ Lawyer's Most Influential Lawyers list, celebrating New

Zealand's trailblazers within the legal industry.

DLA Piper strengthens employment team with new partner appointment

12 July 2022

Global law firm DLA Piper is pleased to announce the promotion of employment lawyer, Carl Blake to partner. Carl joined DLA Piper in 2021 as special counsel in its growing employment team.

Laura Scampion becomes NZ Country Managing Partner of DLA Piper

8 December 2021

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.
