

LAWYER MONTHLY

RECOGNISING ACHIEVEMENT & SUCCESS IN THE LEGAL INDUSTRY



Legal Awards 2011

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Legal Awards 2011

Welcome to the Legal Awards 2011 edition of Lawyer Monthly. Within this issue you will find the details of all of the Lawyer Monthly Legal Awards 2011 winners.

The awards recognise the achievements of those law firms and individuals who have engaged and responded most successfully to the demands being placed on them in the new post-recession business environment and the recent global economic turmoil. The awards are divided into individual and firm categories and have been carefully chosen to reflect the range of practice areas and skills that lie at the heart of the successful law firm or legal department.

The voting criteria for these awards were strict, and several points were considered during the process of determining the finalists and eventual winners. For example, we took in to account the number of nominations received, the supporting material provided, including covering statements and evidence supplied, as well as the amount of documented activity in the last 12 months when compared to industry peers. We also looked at the entrants' recognised legal expertise (by peer group), displays of innovation in client care and the size (value) of previous involvement within transactions, deals and cases.

The category list for the awards was extensive, covering the majority of practice areas, sectors and regions, and the votes were cast by the toughest of critics – industry peers.

We would also like to thank our partners, Noble Legal, who have worked with us to make these awards possible. Finally, we hope you enjoy this special Legal Awards 2011 edition of Lawyer Monthly and we would like to congratulate all of our winners once more.

Claire Middleton
Editor



Employment Law Firm of the Year UK

Firm Profile

CMS Cameron McKenna LLP is the UK-headquartered member of CMS with a total of 13 offices in the UK and Central and Eastern Europe. The firm has 140 partners and employs over 1,100 fee earners. It is a founder member of CMS which consists of nine renowned and well established European firms covering 29 jurisdictions in Europe and beyond. CMS aims to be recognised as the best European provider of legal and tax services through its combination of deep, local expertise, unrivalled presence in Europe and cross-border consistency and co-ordination.

The UK Employment team at CMS Cameron McKenna LLP is a full service employment team advising on all aspects of the employment relationship with a focus on high level, complex issues. The team provides practical, strategic and cost-effective advice to employers, working closely with in-house lawyers and/or HR.

The team advises on recruitment issues, all aspects of managing the employment relationship including termination and drafting all associated employment documentation. It has particular expertise in dealing with senior executive issues and collective employee matters such as redundancies, TUPE and trade unions. A significant part of its practice entails advising on the employment elements of transactional matters, including mergers, disposals and acquisitions, outsourcing, insourcing and changes of service provider and PPP and PFI projects. It has wide experience in high value/ complex litigation before employment tribunals and the higher courts.

The team comprises three partners and 15 lawyers wholly dedicated to employment law. It is an integral part of CMS Cameron McKenna LLP's Human Capital group which consists of over 60 lawyers specialising in health and safety, incentives, pensions and employment law. The employment team also plays a central role in CMS as a global provider of employment advice.

Members of the team regularly work with their CMS colleagues on employment law issues, including cross-border transactions and projects.

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Notable Legal Work

- Advising the European Union on possible changes to the Acquired Rights Directive to address cross-border transfers;
- Successfully defending Royal Mail Group in a case up to the Court of Appeal which now stands as a leading authority on the nature of the obligation to inform and consult under TUPE;
- Advising Aspire Defence Limited on the largest PPP with the MoD;
- Advising Transport for London on its acquisition of Tube Lines from Amey and Bechtel;
- Advising Metlife Inc on issues arising from its acquisition of Alico, involving co-ordination of advice from 34 jurisdictions;
- Advising Royal Mail Group on the negotiation and drafting of its 10-year multi service facilities management contract with Romec;
- Advising PRUPIM on the outsourcing of its UK property management and accounting divisions to CB Richard Ellis, one of the largest outsourcing contracts for property management ever in the UK/ EMEA;
- Members of the team have lectured and written articles on TUPE and been on the editorial board for Sweet & Maxwell's "Transfer of Undertakings" loose-leaf. In conjunction with the teams colleagues across CMS it has written "Cross-Border Transfers and Redundancies" published by Tottel.

Areas of Expertise

- Employment contracts, policy documents and staff handbooks
- Breach of contract and bonuses
- Restrictive covenants, confidentiality and garden leave
- Termination, unfair dismissal and severance agreements
- Disciplinary and grievance procedures
- Whistleblowing
- Discrimination and equal opportunities
- Redundancy
- Trade union issues and industrial action
- High Court and Employment Tribunal litigation
- Employee aspects of corporate activity including TUPE advice in the context of outsourcing, insolvency and other business transfers.

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