



梅若怡

**Partner and Chair Emeritus
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管理合伙人

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BIOGRAPHY

- 拥有21年法律从业经验，在三个大型律所担任合伙人13年，Lisa于2015年5月1日成为博闻的管理合伙人。
- Lisa自2012年以来被法律名录《法律500强》评为劳动法“知名律师”，以在大型复杂劳动争议中成功为雇主辩护而闻名。她一般在董事会层面工作，例如为高管聘用和解聘、歧视诉讼、举报案件提供法律服务，或为大型企业转型行动提供法律服务。此类工作的性质常常高度敏感、对声誉有重大影响，且一般涉及七位数的高昂金额。

- 她的客户包括全球规模最大的八个银行，以及零售和能源等行业的FTSE公司或大型私营企业。Lisa曾被内部借调至美林银行和John Lewis Partnership工作。
- 在首先保证客户不进入诉讼的前提下，Lisa曾50多次在高等法院或劳动仲裁庭代表客户出庭。Lisa的关注点不仅仅是胜诉，而是始终在正确评价每例案件宣传和监管问题的基础上，为客户谋求合适的结果、保护其声誉。
- Lisa经常在行业活动上受邀发言，并发表多篇文章，她与人合著的《歧视案：救济与赔偿额》(Discrimination: Remedies and Quantum) 由Sweet & Maxwell出版。

EMPLOYMENT LAW PRACTICE

Lisa's practice focusses on employment law. Lisa is known for successfully defending employers in large and complex employment disputes. Her work has typically been at Boardroom level, for example acting on executive hires and severances, discrimination proceedings, cases of whistleblowing, or on major corporate transformation initiatives. Work of this nature is always highly sensitive, has significant reputational ramifications and typically involves substantial, 7-figure sums.

While keeping clients out of court is often the first priority, Lisa has represented clients in the High Court or at Employment Tribunals over 50 times. In all cases, Lisa has focused not just on winning, but in achieving the right outcomes for the client and protecting their reputation, based upon an appreciation of the publicity and regulatory aspects of each case.

Lisa's clients have included eight of the world's largest banks plus other FTSE-level or large private companies in sectors such as retail and energy. Lisa completed in-house secondments at Merrill Lynch and John Lewis Partnership.

ADMISSIONS

- England and Wales

RELATED PRACTICE AREAS

- Healthcare & Life Sciences
- Insurance Regulatory
- Insurance: Corporate & Transactional
- Insurance Insolvency & Receiverships

- Captive Insurance
- InsureTech
- Insurance (Class Actions)
- Insurance

EXPERIENCE

- **Hiring and exiting of senior management** - Acted for a FTSE-100 company on the hiring and exiting of senior management staff in the UK and internationally, and on an alleged claim of discrimination by a regional manager. The 7-figure claim, which we successfully defended, was particularly interesting given that we proved covertly recorded staff conversations had been doctored.
- **New employment regulations on holiday pay** - Advising a major corporation, with many thousands of employees, on the significant implications - financially running to tens of millions of pounds - and related future recommended provisions associated with the introduction of new employment regulations on holiday pay.
- **Employee compliance and termination best-practices** - As an example of advisory work, advised a real estate company on a range of employee compliance and termination best-practices in 10 countries. The recommendations, developed following a review of case law in each jurisdiction, were delivered for the Board against tight deadlines.
- **Discrimination** - Successfully defended a FTSE 250 financial institution on an alleged disability claim. We proved that our client had met its obligation to create a level playing field for all employees, to the extent that the claim was abandoned prior to hearing. The case was legally important since it sought to expand employers' obligations to positively discriminate in favour of disabled employees.
- **Equal pay discrimination** - Successfully represented Merrill Lynch on a \$14million equal pay and discrimination claim brought by employee Stephanie Villalba. The case, which was covered extensively by the UK and international media, remains one of the highest value discrimination claims ever to have been brought to court in the UK.
- **Unfair dismissal** - Successfully represented a global bank against a claim of unfair dismissal by a senior employee, a claim complicated by disputes over share entitlement.

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