

# UK Employment Expertise for US Clients

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# Trusted co-counsel for US firms on UK employment matters

International clients often face unfamiliar legal risks and regulatory expectations when operating in the UK - whether hiring their first employee, managing large-scale change or resolving sensitive disputes. To meet those challenges, they need UK employment law expertise that complements your firm's commercial approach and pace of delivery.

At Farrer & Co, we regularly work alongside US and other overseas-based law firms to deliver employment advice that complements your own. Our team is known for being responsive, commercially minded and collaborative. We support your clients with the kind of tailored, thoughtful advice that reflects your own high standards.

As a long-established, independent London firm, we bring deep expertise in UK employment and partnership law. Where issues cross into tax, immigration, commercial and IP, property or financial regulatory territory, we deliver a seamless, joined-up service - so you and your clients are not left coordinating multiple advisers.

## Key contacts



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If you'd like to explore how we can help, please feel free to get in touch with one of our team or contact us at [enquiries@farrer.co.uk](mailto:enquiries@farrer.co.uk)

# How we can support your clients



## Employment considerations for UK operations

- Hiring employees and contractors in the UK (including tax and permanent establishment advice)
- Structuring UK employment relationships without a corporate presence
- Sponsor licence applications and immigration strategy
- Local compliance and policies for new UK operations

## Transactional and M&A Support

- Employment due diligence and transaction support in UK business and share sales
- Advice on automatic employment transfers on outsourcings and asset sales (ie TUPE)
- Safeguarding due diligence for education-sector acquisitions
- Integrated support from our tax, IP, commercial, financial services and property teams where required

## Employee competition, non-competes and team moves

- Advice on strategic considerations for hiring employees subject to post-termination restrictions on competition
- Acting for companies, senior executives and teams in respect of High Court injunctive relief applications and speedy trials

## Disputes and investigations

- Conducting independent investigations into whistleblowing, misconduct and grievances
- Advising on internal grievance and disciplinary processes
- Employment Tribunal and High Court litigation

## Strategic employment advice

- Workforce restructuring and redundancies
- Executive terminations and performance issues
- Sickness absence and long-term incapacity

## Advising senior executives and management teams

We have a leading practice advising senior executives, founders, partners and directors. We are known for our discretion and strategic insight – facilitating elegant exits and favourable outcomes in high-value and reputationally sensitive matters.

- Entry negotiations and contract reviews
- Exit and severance advice
- Founder and management support in PE-backed M&A
- Representation during regulatory and internal investigations

# Why Farrer & Co?

## Collaborative and commercial

- We understand the importance of a discreet, highly responsive, and well-briefed local partner. We work as an extension of your team – not in competition with it.
- We are an independent London law firm.
- We have extensive experience working alongside international and US-headquartered law firms.
- We understand your clients' expectations and your need for seamless, integrated advice.

## Top-tier recognition

- Our Employment team is ranked Band 1 by Chambers UK and Tier 1 by The Legal 500 for senior executive advice, reflecting our reputation for handling complex, sensitive matters for high-level individuals. We are also highly ranked for our wider Employer and Partnership work, regularly acting for employers on contentious and strategic matters and supporting law firms on partner issues and team moves.
- We are known as a go-to firm for complex, high-value, reputationally sensitive UK matters.

## Cross-border experience

- We have a proven track record advising on international executive exits, employment disputes, dual-qualified contracts, and team moves across borders.
- We have strong connections with leading overseas firms and advisers.

# Recent highlights

Advised a US law firm's client on the employment aspects, including due diligence, employment structuring, and documentation, of a £300m business carve-out and acquisition from a UK PLC.

Advised multiple US clients on hiring their first UK employees, drafting compliant contracts and policies, and guiding them through early-stage UK employment decisions.

Supported a German law firm's client with a large-scale UK redundancy and restructuring exercise.

Advised the CEO of a US-headquartered listed company on a UK-based investigation and exit negotiation, including reputational support and coordination with US counsel.

Acted for a US client on the employment and tax implications of engaging contractors in the UK without a formal corporate presence.

Defended a senior finance executive in High Court litigation regarding alleged post-termination breaches with cross-border implications.

Defended a team of a newly set-up US business in High Court proceedings alleging an unlawful team move.

# Integrated expertise

Where employment advice intersects with other areas, we draw on our in-house specialists in:

- Tax (employment tax, contractor arrangements, share schemes)
- Immigration (visa sponsorship and right to work)
- IP and commercial (commercial contracts, intellectual property, AI and data protection)
- Corporate (shareholder arrangements, management incentive plans and corporate governance matters)
- Property (commercial property transactions, corporate support and due diligence)
- Financial services (financial regulatory considerations and investigations)
- Partnership law (for LLPs and senior hires)
- Reputation management (crisis response and media issues)
- Family, private wealth and property (for executives relocating to the UK)

“

Farrer & Co have an absolutely top class team, across the board. Excellent judgment, strategy and client-management.”

Legal 500, 2025

“

They are timely and quick with their response times. They have a very strong employment team, led by some very knowledgeable legal brains. They are a pleasure to work with, and I am confident in their advice and guidance.”

Legal 500, 2025



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