Pinney Talfourd
SOLICITORS

Alex Pearce
Senior Associate

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01708 463 206

Alex Pearce studied law at the University of Hertfordshire and graduated in 2005, before completing his legal practice course at The College of Law in 2006.

Alex subsequently joined an award winning national leading Tier 1 Legal 500 firm and Chambers and Partners firm as an employment paralegal, where he gained valuable experience working on various high-profile cases including a successful high-profile whistleblowing case against an NHS Trust reported in The Independent and by the BBC.

Alex joined Pinney Talfourd in 2010, qualified as a solicitor in 2012 and made Senior Associate in 2017. He specialises in Employment Law and leads our Employment Team. He has overall responsibility for the management and supervision of all employment related matters.

The Employment Team was shortlisted for the Legal 500 2018 Awards, Human Resources Firm (Regional) of the year.

Alex acts for the firms leading commercial clients. He regularly receives repeat instructions from individuals and businesses alike and has a strong reputation for achieving great results for his clients. He has hands on experience in resolving tough workplace disputes at senior level and represents senior employees, business owners and limited liability partnerships. Alex delivers high levels of client service and professionalism.

Alex advises on a wide range of employment matters from early stage advice, to representation at the Employment Tribunal and the Employment Appeals Tribunal. He is a seasoned Employment litigator.

He also frequently negotiates employee exits under the terms of a settlement agreement, ensuring clients receive the best possible deal, whilst ensuring their reputation and career prospects are protected.

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He also works closely with the firms Company and Commercial Team on corporate transactions in which employment issues arise.

EXPERTISE

For **business**, Alex's expertise covers:

- Tupe
- Settlement agreements
- Review and Drafting of Employment Contracts & Handbooks
- Restrictive Covenants
- Redundancy
- Grievances
- Early Stage HR Advice
- Discrimination
- Disciplinary
- Defending Employment Tribunal Claims

For **individuals**, Alex's expertise covers:

- Whistleblowing Claims
- Victimisation
- Settlement Agreements
- Tupe
- Redundancy
- Pay Disputes
- Parental Rights
- Harassment
- Grievance Issues
- Flexible Working
- Employment Tribunal Representation
- Employment Contracts
- Discrimination
- Disciplinary and Capabilities
- Dismissals
- Bullying

He is an experienced employment lawyer able to deal with a wide range of employment matters, both contentious and non-contentious. His experience of acting on behalf of both employees and employers means that he has a good insight into his opponents' weaknesses, which he can use to his client's advantage.

BADGES & AWARDS

Alex is a member of the Employment Lawyers Association.

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He has been personally recommended in the Legal 500 UK since 2015. He has also recognised as a Next Generation Lawyer in the Legal 500 UK since 2017 and a Rising Star since 2021.

Under Alex's leadership the Employment Team was shortlisted for the Legal 500 2018 Awards, Human Resources Firm (Regional) of the year.

ON A PERSONAL NOTE

In his spare time Alex likes to travel and is a keen runner. He has completed numerous Half Marathons for the Firm's Charity of the Year and has also run the Brighton Marathon.

Areas of Expertise

Employment for Business

Alex has a depth of experience of both advisory work and representation in the field of employment law acting for businesses in contentious and non-contentious matters. He is regularly called upon to act for businesses in defending claims at the Employment Tribunal; advising on dismissals and grievances; the drafting of employment contracts and handbooks; restrictive covenants; and the preparation and negotiating the terms of settlement agreements. He also advises on changing terms and considerations and TUPE. His experience of acting on behalf of both parties means that he has a good insight into his opponents' weaknesses, which he can use to his client's advantage.

For **business**, Alex's expertise covers:

- Tupe
- Settlement agreements
- Review and Drafting of Employment Contracts & Handbooks
- Restrictive Covenants
- Redundancy
- Grievances
- Early Stage HR Advice
- Discrimination
- Disciplinary
- Defending Employment Tribunal Claims

Notable Employment for Business cases

– Advising on the merits of a leading telecommunications company's chances of success at the Employment

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Appeals Tribunal regarding the decision to revoke an earlier judgment.

– Acting for a City based investment company in defending a claim for breach of a settlement agreement.

– Advising on injunctive relief proceedings and breach of confidentiality obligations in the financial services sector.

– Acting for a record label regarding the employment aspects on the sale of the share capital to an international group of music companies and a hive out agreement of the merchandising and live events.

– Acting for the Head of Recruitment for a leading recruitment company in claims for constructive unfair dismissal, discrimination, victimisation, harassment, breach of contract and unlawful deduction from wages.

– Acting for a Respondent client defending complaints for constructive dismissal, unlawful deduction of wages and breach of contract. Running an illegality defence at the Employment Tribunal and questioning employment status.

– Obtaining a highly favourable deposit orders for a Respondent client in long running employment dispute.

Employment for Individuals

Alex has a depth of experience of both advisory work and representation in the field of employment law acting for individuals in contentious and non-contentious matters. He is regularly called upon to act for individuals who have been subject to discrimination and harassment; unfairly or constructively dismissed; the enforceability of restrictive covenants; and negotiating the terms of settlement agreement. His experience of acting on behalf of both parties means that he has a good insight into his opponents' weaknesses, which he can use to his client's advantage.

For **individuals**, Alex's expertise covers:

- Whistleblowing Claims

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- Victimisation
- Settlement Agreements
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- Parental Rights
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- Grievance Issues
- Flexible Working
- Employment Tribunal Representation
- Employment Contracts
- Discrimination
- Disciplinary and Capabilities
- Dismissals
- Bullying

Notable Employment for Individuals cases

– Acting for an employee in a successful claim for discrimination, harassment, and victimisation against an individually named Respondent which was referenced in the Times Newspaper, The Jewish Chronicle, and other newspapers online and in print.

– Acting for a Consultant Paediatrician in a successful claim for age discrimination against Barking, Havering, and Redbridge University Hospital NHS Trust.

– Acting for a bus driver in a successful claim for unfair dismissal against Arriva London North Limited.

Memberships

- Employment Lawyers Association

Awards

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