

12

King's Bench Walk

Martina Murphy

Call: 1998
murphy@12kbw.co.uk



AREAS OF EXPERTISE

Employment & Discrimination

Martina's principal areas of practice are employment and discrimination. Her other related areas of practice include professional discipline and public and administrative law.

Martina acts for employers and employees and regularly appears in the appellate courts.

Employment and Discrimination

In employment and discrimination law, Martina has developed specialisms in disability, whistleblowing, harassment (see **U v Department for Work and Pensions [2017] IRLR 304**) and equal pay.

She advises and acts for large organisations, to private sector clients including the financial services industry in complex and sensitive matters across all aspects of employment law.

Martina's substantial experience of whistleblowing and discrimination claims in the employment tribunal have seen her advising and representing clients on difficult and new points of law.

Qualifications & Awards

Masters (LLM), Labour Law, London School of Economics and Political Science

LLB (Hons), University of East Anglia (UEA)

Appointments & Memberships

Employment Law Bar Association (ELBA); Assistant Secretary (May 2017 to date), Committee member (2014 – present)

Industrial Law Society (ILS)

Employment Lawyers Association

Administrative Law Bar Association

Employment Lawyers Appeals Advice Scheme (ELAAS)

Bar Pro Bono Unit (BPBU)

Court of Appeal pilot scheme (COAS)

Publications

Martina is regularly asked to provide expert legal comment:

Joint submission with Rachel Crasnow QC on behalf of the Employment Law Bar Association (ELBA) to Parliament's Women and Equality Committee's Inquiry

'Ensuring strong equalities legislation after EU Brexit' (2016)

LexisNexis webinars with Ed Stacey, Partner, PwC, 'Mandatory gender pay gap reporting: what you need to know' (2016) and Employment Law round up (2015)

Legal Network TV (LNTV) on the Small Business, Enterprise and Employment Act (SBEE) 2015

Contributor to Westlaw's Insight Employment Law Encyclopaedia (2015-16):

Equal pay: gender pay gap reporting (2016) Joint article by Martina and Ed Stacey

Zero hours contracts (2015)

Cases

U v Department for Work and Pensions [2017] IRLR 304 Disability discrimination and Harassment. Successfully argued a new point of law on harassment; that "actual" unfair dismissal can amount as a matter of law to harassment (s26 Equality Act 2010)

Holder v Nursing and Midwifery Council [2017] EWHC (Admin) 1565; regulatory matter; nurse appealing strike off from professional register.

D Baker v Abellio London Ltd UKEAT/0250/16/LA (1.2.2017) Successfully argued