

# Gemma Lynch

Legal Director

 **Birmingham**

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Gemma is a highly experienced Legal Director working in the employment team predominately in the health and social care and corporate sectors. She provides a broad spectrum of employment advice ranging from day-to-day HR issues to large scale re-organisations, TUPE and complaints of discrimination.

Gemma has worked in-house at the BBC and so is used to working with clients to realise business goals in a cost-effective manner. Gemma works for a wide variety of clients including the NHS, independent health providers, the fire service, local authorities as well as clients in the corporate sector. She has particular experience in advising on whistleblowing cases, complex disciplinaries and grievances, as well as TUPE, redundancies and organisational change.

Gemma is highly experienced in defending complex tribunal claims for commercial and public sector clients. Gemma also regularly provides training to clients on various topics including handling investigations and disciplinary hearings, Equality and Diversity, TUPE and case law updates.

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## Related expertise

Ambulance trusts

Health and life sciences

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## Featured Experience

### Strike action

Gemma has been advising health clients on one of the single biggest issues to hit the sector this year - industrial action. Gemma has advised who is entitled to lawfully participate in the action and provided information on contingency planning and communications with staff in advance of the action.

## **Response to COVID-19 pandemic**

This year Gemma has continued to advise client's in supporting their staff back to the workplace following the covid-19 pandemic, including the implications of the now repealed mandatory vaccination requirements in the NHS.

## **Trusted advisor**

Advising and supporting an Ambulance Trust on ER matters following a report from the CQC that the trust had poor leadership which had fostered bullying and abuse.

## **Settlement of complex claims**

Successfully negotiating a settlement of a high-profile sex discrimination claim for a public sector client. The case had the potential not only to be very expensive for the client, but also reputationally damaging due to the nature of the allegations and those involved.