

## Lee Ashwood

Partner

 **Manchester**

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Lee has many years' experience of providing pragmatic advice to well-known national and international businesses to assist them with human resources / employee relation issues, change management programmes and strategic projects.

He also has extensive experience as an Employment Tribunal litigator having acted on over 800 cases, including discrimination and whistleblowing, TUPE claims, and class actions. Over time, Lee has developed an in-depth knowledge of three industries: residential care; logistics and warehousing; and retail.

Lee is the co-organiser of regular networking events for members of the business community (business-owners, MDs, FDs or senior executives) who share an interest in cycling - the Manchester Cycling Network and also a Junior Parkrun Run Director.

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## Expertise

Employment

HR services

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## Featured experience

### Reasonable adjustments

Advising on the application of reasonable adjustments to a wide variety of roles including the pick-rates of Warehouse Operatives and the duties of Registered Nurses in care homes.

### Advising a logistics company

Advising a logistics company on the introduction of in-cab driver-facing cameras and an associated non-distraction policy for its unionised driving workforce and gaining the acceptance and approval of it by the trade union.

## **Advising an international business**

Advising a large global group on site closures, intra-group company transfers, and overseas outsourcing and the related redundancy exercises as part of a cost-management project, none of which led to any negative publicity or any litigation.

## **Advising a high-street retailer**

Advising a high-street retailer on not paying its staff their annual bonus and then successfully defending the subsequent claim by the staff for the £2,500,000 payment.

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## **Testimonials**

*"Lee Ashwood provides very detailed advice and takes ownership of an issue, allowing me to make informed decisions. His legal knowledge and advice is as good as I have experienced."*

**Legal 500 2022,**