

Purvis Ghani

Partner, Global Chair Employment and Labor Practice



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Overview

Purvis is a partner based in the London office. He is also Global Chair of the Employment and Labor group at Dentons and a member of the People, Reward and Mobility practice in the UK.

Purvis advises on all areas of employment law and covers contentious, non-contentious and transactional matters. He advises businesses across a range of industries, including financial services, technology, media and information sectors. He regularly advises on day-to-day HR issues, senior level exits, disciplinaries, investigations, sickness absence issues, restrictive covenants, bonus issues, collective redundancies and large-scale corporate reorganizations.

He has particular expertise in advising on international employment and cross-border matters, business transfers and TUPE, discrimination, whistleblowing, employment status, outsourcings and high-value tribunal litigation. Purvis has considerable experience advising and working on global employment projects, involving more than 50 countries. He is also highly regarded for his strategic input, and ability to cut through issues and provide pragmatic solutions. Purvis was involved in drafting sections of the Employment Statutory Code of Practice for the Equality Act 2010 and more recently co-authored chapters in the fourth edition of one of the leading texts on restrictive covenants, "Employment Covenants and Confidential Information: Law, Practice and Technique" by Selwyn Bloch QC and Kate Brearley.

Experience

- Managing a global employment project and providing strategic advice for a multinational client involving collective redundancies and a restructuring across 40 jurisdictions.
- Advising a global technology company in relation to serious allegations of sexual harassment against a senior manager.
- Conducting an investigation for a bank involving allegations of misconduct and regulatory breaches by a senior manager.
- Advising a global energy company on the outsourcing of IT services involving countries across EMEA, LATAM and APAC, and the transfer of employees under the Acquired Rights Directive.

- Advising a leading information services and media company on international employment and cross-border matters across EMEA, APAC and LATAM.
- Advising an asset management firm on a whistleblowing claim by its finance director involving complex allegations of regulatory breaches and protected disclosures.
- Successfully defending a complex disability discrimination claim against a multinational client involving allegations of harassment, direct discrimination and a failure to make reasonable adjustments.
- Advising a large consultancy firm on the roll-out of the new off-payroll working rules for more than 50 contractors, which involved analysing employment and tax risks.

Recognition

- "Purvis Ghani is excellent to work with. He quickly and calmly grasps complex scenarios and helps achieve realistic and workable solutions. In addition to being an expert in his field, Purvis has great listening skills and a diplomatic approach. Purvis is very easy to engage with and has provided an exceptional level of availability and commitment." *The Legal 500 UK*, 2021
- Recognised as a leading lawyer in *Chambers and Partners*, and *The Legal 500*.
- "Fierce and tireless in the pursuit of his clients' interests" – *The Legal 500 UK*, 2019.
- Recommended in *Who's Who Legal*, 2019.
- "Rising star" – Thomson Reuters *Super Lawyers*.

In the Media

- "Forever young: The hidden age discrimination scandal in the tech industry," *The Telegraph*, June 29, 2019
- "Government pledges to improve workers' rights to holiday and sick pay," *People Management*, February 7, 2018

Activities and Affiliations

Memberships

- Member of the American Bar Association
- Member of Employment Lawyers Association

Prior and Present Employment

- Partner, Dentons (2019 to date)
- Partner, Stephenson Harwood (2015 – 2019)
- Senior Associate, Mayer Brown (2011 – 2015)
- Associate, Fieldfisher (2008 – 2011)
- Lawyer, Metropolitan Police (2006 – 2008)
- Associate, Mills & Reeve (2004 – 2006)
- Trainee Lawyer, CMS Cameron McKenna (2002 – 2004)

Areas of focus

Practices

- Employment and Labor

Industry sectors

- Financial Institutions
- Technology
- Media, Entertainment and Sports

Issues and opportunities

- ESG: Global Solutions

Education

- University of Manchester, 1999, LLB (Hons)

Admissions and qualifications

- Solicitor, Senior Courts of England and Wales, 2004