Ronnie Dennis

Call: 2010

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Ronnie specialises in two of Chambers' main practice areas – employment and public law.

Clients describe him as "excellent all-round" –

- "great tactical insight",
- "an encyclopaedic knowledge of the law", and
- "phenomenal in front of the judge."

He is ranked as a leading junior in employment law and has extensive experience across all areas of employment litigation, with a particular focus on discrimination, whistleblowing and employee competition. He is regularly instructed in complex, high-profile and high-value claims, and frequently conducts lengthy hearings in the Employment Tribunal. He has also acted in a number of notable appeals to the Employment Appeal Tribunal and Court of Appeal.

> ***He's very bright, very helpful and has a very quick turnaround of work***
>
> CHAMBERS UK

In his public law practice Ronnie has acted in several high-profile judicial review claims on behalf of private companies, local authorities and central government. Notable cases include acting for a private hire app successfully defending its licence to operate in London: *R (United Trade Action Group Ltd) v Transport for London* [2023] 1 WLR 367.

Expertise

Commercial Litigation

Ronnie specialises in employment-related commercial litigation. He has acted in a broad range of employee competition disputes involving restrictive covenants, confidential information and team moves. Outside the area of employee competition, Ronnie has acted in a number of high-value claims for wrongful dismissal, unpaid bonuses and commission.

Team move litigation in the insurance sector

(JANUARY 2022 TO APRIL 2023)

An insurance broker brought claims against two former employees and their new company, alleging they orchestrated an unlawful team move. Claims included breach of the duty of fidelity, fiduciary duty and post-termination restraints, inducing breach of contract and conspiracy, all of which were denied. Ronnie acted for the defendants. Read more about the case .

Equity broker competition

(AUGUST 2021)

The claimant was an equity broker who resigned without notice to join a competing firm. He sought declarations that his notice period and restrictive covenants were unenforceable. His former employer counterclaimed for the opposite declarations and overpaid commission. Ronnie acted for the employer, led by James Laddie KC.

Multinational team move litigation

(FEBRUARY 2021)

A leading business advisory firm claimed former employees in the UK, Dubai, Hong Kong and India had orchestrated an unlawful team move to a competitor. The parties also sought declarations as to the enforceability of non-compete, non-dealing and non-poaching clauses in their contracts of employment. Ronnie acted for the former employer, led by James Laddie KC.

Cahane v The Investigative Journal Ltd

[2021] EWHC 2344 (QB)

A journalist claimed she had been induced to join the defendant as Editor-in-Chief by fraudulent misrepresentations about the nature of the journal and the role she would carry out. No defence was filed and default judgment was issued. At this hearing, Senior Master Fontaine awarded the claimant damages and costs in excess of £225,000. Ronnie acted for the successful claimant.

Hacking and confidential information dispute

(NOVEMBER – DECEMBER 2018)

An asset management firm accused a serving Fund Manager of hacking its email accounts and misusing confidential information. Claims included breach of the duty of fidelity and fiduciary duty, breach of confidence, the DPA and GDPR, and misuse of private information. Ronnie acted for the Fund Manager, led by Anya Proops KC.

Urgent injunction without notice

(NOVEMBER 2016)

The High Court granted an urgent injunction at a hearing without notice, to prevent a solicitor from using or disclosing client lists and other confidential information he had taken from his employer. Ronnie acted for the successful applicant.

Achievements

Education

University of Oxford, Bachelor of Civil Law, Distinction & Law Faculty Prize

University College London, Law LLB, First Class

Ronnie drafted my interim relief claim in an employment dispute that attracted significant media attention. He had the courage and strategic insight to advise me to set aside some of my allegations in order to sharpen the focus on the most compelling elements. The resulting draft was incredibly strong — clear, forceful, and persuasive. My employer chose not to face it in tribunal and settled the matter on exceptional, possibly unprecedented, terms.

CLIENT TESTIMONIAL

Ronnie is the complete all-round package. He is incredibly bright and capable of promptly absorbing complex facts, then applying them to complicated legal situations. His cross examination skills are impeccable.

LEGAL 500

Ronnie is the complete, all-round package; he is incisive, professional, approachable, knowledgeable, personable and inspires confidence every step of the way.

CHAMBERS & PARTNERS

He is a safe pair of hands, he pays great attention to detail, he is hard-working and he can cut through the case

CHAMBERS UK

He adopts a collaborative approach and has the ability to get to the crux of a case quickly

LEGAL 500

He is laser-focused, client-friendly and a relentless cross-examiner

LEGAL 500

“

A tower of strength with incredible capacity for work and someone you would always want on your team

LEGAL 500

“

He’s very bright, very helpful and has a very quick turnaround of work

CHAMBERS UK

“

Keeps things simple and to the point, effectively manages the litigation, and makes the key points heard

CHAMBERS UK