

Thomas Ogg

Call: 2012

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Tom is a leading junior in employment, commercial, and regulatory law.

His employment work encompasses all areas of statutory and commercial employment law, with a particular focus on cases with a regulatory angle. Tom's commercial work usually arises in an employment context, but not exclusively.

Tom is also a regulatory / professional discipline specialist. He is well-known for his work in financial services, and also acts in the accountancy and legal sectors.

Chambers & Partners recognise Tom *"for his considerable expertise in matters at the intersection of financial services regulation and employment law."*

He has significant experience in equality law, investigation/inquiry work, and public law matters, particularly in the education sector.

Tom acts in a range of jurisdictions within and around the UK, including ETs in Scotland and Northern Ireland. He has been instructed in a range of disputes in the Dubai International Financial Centre (DIFC) and the Qatar Financial Centre (QFC). Tom is registered in Part II of the DIFC's Register of Legal Practitioners.



Very bright and technically astute.

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Expertise

Employment

Tom advises and acts in the full range of Employment Tribunal, County Court and High Court proceedings, including on appeal. He regularly appears in multi-day trials in the Employment Tribunal, particularly in relation to whistleblowing and discrimination matters. He also acts in industrial relations and strike matters.

Details of Tom's High Court and arbitral work are set out in the 'commercial' section above, which includes proceedings in relation to confidential information, team moves, wrongful termination/expulsion, the economic torts, diversion of opportunities by fiduciaries, directors' duties and allegations of conspiracy or inducement.

Tom acts for clients in all industries, but he is particularly sought-after for financial services cases account of his expertise in both financial regulation and employment law, on which Tom frequently advises in tandem (such as in relation to regulatory references). Tom is the co-editor of *Conduct and Pay in the Financial Services Industry: the Regulation of Individuals* (link), with Richard Leiper KC.

Tom has significant experience of interim relief applications in the Employment Tribunal.

Examples of Tom's work include:

- **Bradley Jones v JP Morgan**. A landmark claim in which Mr Jones was awarded c. £1.6m in back-pay on account of his re-engagement following his claim for unfair dismissal. The Financial Times headline at the liability stage was "*Ex-JPMorgan trader wins unfair dismissal case over alleged spoofing... Tribunal rules that Bradley Jones did not deserve to be fired and bank acted 'to appease its regulators'*". See [here](#) and [here](#).
- **Pejic v Ryanair** (link). Tom successfully acted for Ryanair in this territorial and international jurisdiction case, in which the Tribunal determined arguments concerning the post-Brexit applicability of the 'Bleuse' principle (link)
- **Mark Reid v SDX Energy PLC** (link). Tom acted for Mr Reid in this rare example of a successful whistleblowing claim for dismissal and detriment, without any discount in Mr Reid's compensation.

- **Tata Steel PLC v Unite.** Tom acted for Tata Steel in seeking an injunction to restraint Unite the Union from their threatened strike action, which would have resulted in the blast furnace at Port Talbot being shut down prematurely, led by Marcus Pilgerstorfer KC. This case generated significant press coverage e.g. [link](#), [link](#).
- **Philp Remillard v JP Morgan** ([link](#)). Tom acted for Mr Remillard in this unfair dismissal claim concerning spoofing.
- **Sports league litigation.** Tom acts for a national sport league in defending claims by former employees for unfair dismissal and TUPE-related claims.
- **X v Private Equity Firm.** Tom acted for the respondent in this significant sex discrimination claim, led by Sean Jones KC. The case entailed extensive disputes regarding disclosure and further information, across multiple PHs, and settled prior to trial.
- **Paul Stephany v Newton Investment Management Limited.** ([link](#)). An unfair dismissal claim in the context of an FCA individual disciplinary case against Mr Stephany, and the FCA's first Competition Act 1998 proceedings against a firm.
- **Y v Private Equity Firm.** Tom acted for a leading private equity firm in a whistleblowing claim brought against it, led by Richard Leiper KC, which settled prior to trial.
- **Dipak Khot v HSBC Bank Plc.** ([link](#)) Tom acted for Dipak Khot in his claim against HSBC. Mr Khot was a prosecution witness for the US Department of Justice in Mark Johnson's trial for 'front running' a \$3.5bn order in the FX market.
- **Wallace v Apple Europe Ltd.** ([link](#)) Tom acted successfully for Apple in this claim for unfair dismissal in a redundancy context.
- **Kendall v West Ham United FC Limited.** ([link](#)) Tom acted for West Ham Football Club in this redundancy / TUPE claim (an instruction which delighted his West Ham-supporting clerks).
- Tom advises a national airport in relation to industrial action by a trade union.
- Tom acted for a leading bank in a claim for sex discrimination brought by a man, instructed by a magic circle firm. The case settled prior to trial.
- Tom acted for a leading energy industry company in a complex whistleblowing claim, in which serious health & safety breaches were alleged.
- Tom acted against a FTSE 100 company in a health & safety whistleblowing claim, including at an interim relief hearing.

Tom is also acting in a number of claims for negligent misstatement relating to regulatory references in the financial services industry.

Examples of the kinds of issues which Tom's recent ET cases have involved are: • the agency worker regulations / fixed term workers regulations; • equal pay; • the ET's jurisdiction in relation to unjust enrichment and breach of contract claims; • rule 50 or 'privacy' orders; • rule 35 'intervenor' in ET proceedings (see here); • the admissibility of evidence in ET proceedings; • cross-border and jurisdictional issues including territorial jurisdiction and applicable law; • privilege and admissibility disputes; • disclosure and further information, including third-party disclosure orders under rule 31 of the ET rules; • interim relief; • applications for reconsideration of a rejected claim; • the rules concerning ACAS conciliation and certificates; • stays; • costs (including wasted costs); • amendments; • limitation.

Tom's experience in the Courts in the Middle East include:

- **DIFC Team Move.** Tom acted for an interdealer brokerage pursuing former employees / LLP members in parallel proceedings in the DIFC and in the UK in relation to a team move, led by Amy Rogers KC.
- **Marcucci v Sheffield Energy LLC [2025] QIC (F) 72** (link). Tom acted for Sheffield Energy LLC in this constructive dismissal and holiday pay case, instructed by Al Tamimi & Company.
- **Roig v MATCH Hospitality Consultants LLC.** (link). Tom acted for the Defendant in this whistleblowing claim brought against the hospitality contractor for the FIFA World Cup in Qatar 2022, in the Qatar International Court in the Qatar Financial Centre. The Claimant withdrew his claim prior to trial, and the Court awarded costs against the Claimant.
- **As'ad vs Fields Investment (DIFC) Limited.** (link) Tom acted for the Claimant in this claim in the DIFC Courts.
- **Rudolf Veiss v Qatar Financial Centre Authority [2024] QIC (A) 10** (link). Tom acted for Mr Veiss in this appeal against a prohibition and financial penalty in the QFC, which also concerned the scope of the 'making arrangements' limb of the regulatory perimeter and financial hardship. Tom was led by Amy Rogers KC.
- **A Partner v Management Consultancy.** Tom acted for the Claimant in this intended discrimination and whistleblowing claim against a leading consultancy in the Middle East, in the DIFC Courts.
- **Employer A v Employer B:** Tom advised on the prospects of success of an injunction in the DIFC Courts and a subsequent damages claim as regards the employee's alleged breach of restrictive covenants.
- **UK LTIPs and bonus schemes for DIFC-based employees:** Tom has advised on a number of bonus schemes / LTIPs governed by UK law in respect of employees based in Dubai and the DIFC.

Investigations and inquiries

Tom accepts instructions to undertake investigations and inquiries, either as sole investigator or as part of a team of professionals. Tom's recent investigations include:

- Investigating the alleged conduct of a senior manager in a regulated financial services firm.
- Investigating an alleged child protection matter for a well-known boarding school.
- Tom was instructed by the FICC Market Standards Board to investigate whether a senior member of its staff had *inter alia* failed to disclose a conflict of interest, namely acting as an expert witness for Deutsche Bank in US civil proceedings (see the subsequent ET proceedings [here](#)).
- Investigating allegations that a director was bullying and undermining staff, for an employer in the leisure industry.
- Investigating allegations that a school chaplain had spoken inappropriately to young women in his care.
- Tom completed a long-running inquiry as sole investigator into accounting issues relating to the payment of injury awards at Buckinghamshire and Milton Keynes Fire Authority.
- Tom regularly conducts investigations for a leading professional regulatory body into allegations of misconduct by its members.

Tom also has experience of investigations and proceedings arising from investigations relating to the Financial Conduct Authority.

Achievements

News, Articles and Publications

Tom is the co-editor of *Conduct and Pay in the Financial Services Industry: the Regulation of Individuals* ([link](#)) (with Richard Leiper KC), Informa from Routledge, 2017.

Boxing Clever, (2012), Civitas. This book describes Tom's career prior to the Bar, in which he was a teacher at the London Boxing Academy Community Project in Tottenham, North London, a school which catered for teenagers who had been expelled from mainstream schools.

A New Secret Garden? Alternative Provision, Exclusion and Children's Rights, (2010), Civitas.

Tom Ogg, Anna Zimdars, and Anthony Heath (2009) '*Schooling effects on degree performance: a comparison of the predictive validity of aptitude testing and secondary school grades at Oxford University*', British Journal of Educational Research, Vol. 35(5) pp.781 – 807 (concerning the impact of attending either a state school or an independent school upon performance in final examinations at Oxford University).

Education

University of Oxford, BA (Hons) Politics, Philosophy and Economics (PPE), Corpus Christi College.

University of Oxford, MSc Sociology, Nuffield College.

City, University of London, Graduate Diploma in Law.

City, University of London, Bar Professional Training Course.

Other

Tom is a Barrister Director of the School Exclusion Project ([link](#)).



From a pure technical legal analysis standpoint, his judgement is excellent.

CHAMBERS & PARTNERS



He is a really accessible and approachable barrister with huge expertise in employment issues for regulated financial services employers.

CHAMBERS & PARTNERS



Tom is very professional, offers sound and thorough advice, also strikes a good rapport with the client

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He is very accessible and down to earth in his approach, yet comprehensive and confident in his advice

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Very bright and technically astute.

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