Patrick Halliday



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Patrick Halliday is a highly regarded specialist in procurement and employment law. His practice also covers public law; pensions law (focusing on public sector schemes, discrimination and public law aspects of pensions); and commercial disputes involving former employees and directors.

Patrick is a member of the Attorney General's "*A Panel*" of counsel.

He is recommended by the legal directories in four practice areas: procurement (tier one); employment (tier one); administrative & public; and pensions. In June 2021, he was named "*Barrister of the Week*" in the Lawyer magazine.

> ***He's a brilliant barrister with a ferociously insightful mind, who is enormously client-friendly and reassuringly calm at all times.***
>
> LEGAL 500

Expertise

Employment

Patrick has acted in dozens of multi-day trials and numerous appeals to the EAT and the Court of Appeal. Much of his recent work has involved discrimination and whistleblowing claims in the financial services and health sectors; and industrial relations work.

In the High Court, Patrick regularly makes and resists applications for interim relief against current and former employees and directors. He has acted in various team move disputes, including multi- jurisdictional litigation in both the English and Welsh courts and in the DIFC (where he is registered).

Chambers & Partners and **Legal 500** both place Patrick in "*tier one*" out of six tiers of leading employment practitioners.

> ***Patrick Halliday is always impressive and completely in control of his cases. Patrick is also excellent with lay clients.***
>
> CHAMBERS & PARTNERS

Triton Investment Advisors LLP & others v Lapinsksi

(2025, EAT)

Ongoing appeal in the EAT concerning employment tribunals' international jurisdiction in relation to overseas respondents.

Leeks v Royal Marsden NHS Foundation Trust

[2024] EAT 178 EAT

Successful appeal concerning limitation rules in the NHS 'whistleblower' regulations (the Employment Rights Act 1996 (NHS Recruitment – Protected Disclosure) Regulations 2018).

Manning v Walker Crips

[2023] IRLR 729 (EAT), [2023] ICR 1265

employment status of stockbroker (sole counsel).

Franklin v NHS England and Issar

(ET JUDGMENT OF 5 APRIL 2023)

successful defence of NHSE England and its Chief People Officer against high profile discrimination claims made by NHS England's Head of Diversity (sole counsel).

Consulting Firm A v Consulting Firm B

(2021, HC AND DIFC)

multinational, multi-jurisdictional, multi- party, high value team move and restrictive covenants dispute, in the London High Court and in the DIFC (led by James Laddie KC).

Consulting Firm A v Consulting Firm B

2021

multinational, multi-jurisdictional, multi- party, high value team move and restrictive covenants dispute, in the London High Court and in the DIFC (led by James Laddie KC).

Fitzmaurice v Luton Irish Forum

[2021] 9 WLUK 529 (EAT)

whistleblowing, 'causation' test (sole counsel).

Curless v Shell International

[2020] EWCA CIV 1710, [2020] ICR 431, [2020] IRLR 36 (COA)

lawyer's email advising an employer in relation to disabled employee's possible redundancy was protected by legal advice privilege (sole counsel).

X v Y Ltd

[2019] IRLR 516 (EAT)

lawyer's advice on how to use a genuine redundancy exercise as a cloak to dismiss an employee for making disability discrimination complaints fell within the 'iniquity' exception to legal advice privilege (sole counsel).

Asda Stores Ltd v Brierley

[2021] UKSC 10

Whether female retail staff are entitled to compare themselves with male employees at distribution depots for the purposes of an equal pay claim.

Asda Stores Ltd v Brierley

[2019] ICR 118 (COA)

in the largest ever claim for equal pay in the private sector (20,000 claimants), workers in 'stores' were able to compare their pay with workers in separate 'establishments', i.e. 'warehouses' (led by Christopher Jeans KC).

Wollenberg v Global Gaming Ventures (Leeds) Ltd

[2018] 4 WLUK 14 (EAT)

successful appeal against refusal of interim relief in whistleblowing claim (sole counsel).

Achievements

Appointments

Attorney General's 'A' Panel of Counsel (since 2021).

News, Articles & Publications

'The Remuneration Codes' in *Conduct and Pay in the Financial Services Industry* (2017, Routledge, ed Ogg and Leiper)

'European Union Law' in *Tolley's Employment Handbook* (2016, LexisNexis)

Joint editor of 11KBW's Procurement & State Aid Briefing

Restitution and Public Bodies (Judicial Review Vol 12 Issue 3)

Education

First class degree in Social and Political Sciences from Pembroke College, Cambridge University

Distinction in the law conversion course at City University

Other

Bedingfield Scholarship and Arden Senior Scholarship from Gray's Inn

Foundation Scholarship and a Foundress Prize from Pembroke College

Major scholarship at Haileybury College

Member of ELBA, ALBA, ELA, PLA, COMBAR

> ***Very easy to get on with, very bright and very client-friendly.***
>
> CHAMBERS & PARTNERS

> ***Has a really flexible, user-friendly approach and totally understands what is required in a case. You don't have to explain things to him.***
>
> WHO'S WHO LEGAL

> ***An excellent junior counsel able to handle independently complex procurement law cases.***
>
> WHO'S WHO LEGAL

> ***Meticulously well-prepared***
>
> WHO'S WHO LEGAL

> ***An excellent cross-examiner***
>
> WHO'S WHO LEGAL

> ***He's a brilliant barrister with a ferociously insightful mind, who is enormously client-friendly and reassuringly calm at all time.***
>
> LEGAL 500

Thorough, hard-working and a man of real intellectual sharpness.

LEGAL 500

A deft touch with clients, opponents and judges alike. Reliably and consistently excellent.

LEGAL 500

Extraordinarily incisive and clear in his analysis

LEGAL 500