Michael Lee



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Michael Lee has a broad practice, with a particular focus on employment and commercial matters. He has extensive advocacy experience and regularly appears in a range of courts and tribunals.

Michael is recommended in the employment sections of all the leading directories, which have described him as “a go-to junior for employment litigation and associated high court work” and as a “go-to counsel, who is hugely responsive and great with clients… always well prepared, never misses a trick, and his advocacy is strong”.

The directories have noted Michael’s strength in “injunctive relief and restraint of trade matters” and in “complex discrimination matters and employment issues with a commercial twist”. The most recent editions describe Michael as someone who “will give you the time, effort and insight you dream of from a real star of the employment Bar”.

> ***He really gets what the client wants, he’s really good technically and commercially, he is super efficient, he turns things around super promptly, he is thorough and he is great to work with***
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Expertise

Employment

Michael has acted in a wide variety of complex, high value Employment Tribunal cases, both as sole and junior counsel. His work in this field covers a broad spectrum of employment law issues and has been recognised by the legal directories for several years. As Chambers and Partners has recognised, Michael acts for a diverse range of clients, and has particular experience in the financial services and education sectors. The directories have commented that Michael has a particular strength in "complex discrimination matters and employment issues with a commercial twist".

Michael's recent work covers the full spectrum of work in the employment law field. He was instructed (led by Daniel Stilitz KC) by Chelsea FC and José Mourinho to defend high profile claims brought against them by a former doctor. Michael was also instructed (led by Simon Devonshire KC) in a sex and age discrimination claim brought against an investment bank. In 2025 Michael (led by Richard Leiper KC) acted for a hedge fund defending a disability discrimination claim which settled shortly before a three-week hearing. Michael (led by Diya Sen Gupta KC) also represented a private equity firm in its defence of an equal pay and sex discrimination claim, heard over three weeks in early 2026. He is currently acting (led by Daniel Stilitz KC and Julian Milford KC) for Sainsburys in its defence of a long running equal pay dispute. Michael is also (led by David Craig KC) acting for a bank in seeking a stay of proceedings brought by a former-employee in the Employment Tribunal on the basis that the dispute is better determined in the High Court.

As sole counsel Michael recently represented a financial services institution in its successful defence of a highly publicised whistleblowing claim heard over 9 days. He also acted for the Claimant against an investment bank in proceedings which settled on the first day of a three-week trial in 2025. In the Court of Appeal, Michael acted for the respondent to an appeal against an Employment Tribunal's findings on disability in the field of mental health (***Sullivan v Bury Street Capital* [2022] IRLR 159**), and in the EAT for the respondent to an appeal in a case concerning TUPE (***Tuitt v Richmond Upon Thames LBC* [2022] IRLR 1035**). Michael acted for a former-Chief Executive in a well-publicised claim for sex and pregnancy discrimination which settled on the first day of the hearing. He also acted for Dr Carpos-Young in her successful high-profile victimisation claim against the Royal Academy of Music (***Carpos-Young v Royal Academy of Music***).

> ***Mike is a superb advocate, a go-to and reliable team member, and offers real strategic insight on the most complex cases. He will give you the time, effort and insight you dream of from a real star of the employment Bar.***
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> LEGAL 500

In the High Court, Michael's work in this field includes a speedy trial concerning a team-move, led by David Craig KC (***Guy Carpenter v Howden***, which settled on the first day of six-week trial) and a non-compete injunction led by Daniel Oudkerk KC and Amy Rogers (***AstraZeneca v Sheldon* [2022] EWHC 2447**). Michael (led by Richard Leiper KC) also represented one of the Defendant insurance brokers in an alleged team move conspiracy case heard over 14 days (***Alesco Risk Management Services Ltd v Bishopsgate Insurance Brokers Ltd* [2019] EWHC 2839 (QB)**). Michael is currently acting as part of a large counsel team, led by David Craig KC, in a case involving an alleged team-move conspiracy listed for trial over 12 weeks in early 2027.

As sole counsel Michael acted for the Claimants in a Commercial Court dispute involving contractual claims against Defendants in multiple jurisdictions and represented the individual defendants in a trial concerning misuse of confidential information (***Trailfinders Ltd v Travel Counsellors Ltd* [2020] IRLR 448**).

Achievements

Education

Michael graduated with a first-class degree in Law from St Catharine's College, Cambridge University.

Other

Michael is a member of the Commercial Bar Association, the Employment Lawyers Association, the Employment Law Bar Association and the Constitutional and the *Administrative Law Bar Association.*

The biggest strength is his commitment. He is intellectually top rate and he combines that with sheer hard work and attention to detail. He has been extremely well prepared for everything. He is also very responsive to queries and a team player.

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Very down-to-earth and clearly very bright

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He is extremely thorough, very personable and good with the client

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Very commercial, very sensible and very user-friendly

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He is extremely hard-working, diligent and is able to pick up the facts of a case very quickly

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He provides sound and practical advice, and is one to watch

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Good with clients, skilful, confident and persuasive. He is able to adapt his approach appropriately to the claimant, witness and case in hand

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Responsive, bright and enjoyable to work with. He really gets engaged with the case and makes you feel supported throughout

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He grasps complicated and complex matters easily

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