



4 KING'S
BENCH
WALK

THE CHAMBERS OF
TIMOTHY RAGGATT QC

Chris Bryden – Barrister

Called 2003

Employment

PROFILE:

Chris has significant experience of Employment work and has appeared regularly in the Employment Appeals Tribunal, as well as in the Court of Appeal. Chris has been involved in a number of appeals which have amended or clarified the law, and many of his reported cases are cited in leading practitioner works. Chris also writes extensively on employment law.

Chris has dealt with cases of unfair and constructive unfair dismissal, wrongful dismissal; wage and holiday pay claims; restrictive covenants; all forms of discrimination, and, memorably, for 20 truck drivers, who he established were employees rather than self-employed. He acts for both employer and employee.

Reported cases include:

- *Foster v Bon Groundwork* [2012] EWCA Civ 252; [2011] ICR 1122; [2012] IRLR 517; [2012] All ER (D) 107 (Mar); [2010] UKEAT/0382/10/SM; [2011] IRLR 645 (EAT) (Authority for the propositions that: (1) Issue estoppel cannot succeed if the issue said to be estopped was decided upon when it should not have been either (i) because of a lack of jurisdiction or (ii) because it was not a necessary ingredient in the original claim; and (2) abuse of process will rarely be found on the basis that matters in a second claim should have been brought in the first, unless it can be said that the later proceedings involve an “unjust harassment” of the Respondent.

- Goodyear v VSG [2011] All ER (D) 68 (Mar); [2010] UKEAT/0307/10/JOJ (New Polkey argument not raised at tribunal hearing not allowed; Polkey not relevant to substantive unfairness)
- Watkins v Crouch t/a Temple Bird Solicitors [2011] IRLR 382; [2010] All ER (D) 87 (Sep) [2010] UKEAT/0145/10/ZT (successful appeal from Tribunal decision on ground that the Tribunal failed properly or at all to consider the position advanced on behalf of the Claimant. Case remitted to a different tribunal)
- Thind v Salvesen Logistics Ltd[2010] All ER (D) 05 (Sep) [2010] UKEAT/0487/09/DA (successful appeal following refusal to hold a review hearing following automatic strike-out; appeal allowed and strike-out revoked; general discussion on the approach to such applications following Neary.)
- Brodie v Nicola Ward (t/a First Steps Nursery) [2008] All ER (D) 115 (Feb) UKEAT/0526/07/LA (whether a “without prejudice” offer to settle proceedings can itself be disclosed in subsequent proceedings which allege that the contents of that letter was the last straw, thus allowing the employee to resign and claim constructive dismissal)
- Shrewsbury & Telford Hospital NHS Trust v Dr SKS Lairikyengbam [2010] ICR 66, [2009] UKEAT 0499/02/2108 (whether a locum consultant cardiologist employed in breach of the Regulations for the appointment of consultants was ultra vires or whether he was an employee in any event; entitlement to a redundancy payment; perversity)

EDUCATION AND QUALIFICATIONS

MA (Oxon.), (Jurisprudence) Magdalen College, Oxford

LLM (Merit), University College London

Visiting Fellow, University of Bedfordshire (2011-)

Ethics and Advocacy Trainer, University of Law (2011-)

Elected Member of the Bar Council (2016-)

Member of the Bar Council Ethics Committee (2016-)

Member of the Bar Council Susskind Challenge Committee (2016-)

Fellow of the Royal Society of Arts

PUBLICATIONS

Chris is a prolific author of legal articles and papers, which regularly appear in various legal journals. He has recently been appointed to the panel of expert authors of the New Law Journal and is commissioned to produce at least six articles for them per year. His first book, Social Media in the Workplace, was published by Jordan Publishing in 2015.