



Sarah Cochrane

Associate



Areas of Law: Employment

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Background

Sarah graduated from Queen's University Belfast in 2005 with an Honours Degree in Law. She completed the Legal Practice Course (LPC) at the College of Law in Chester and undertook her legal training at DAC Beachcroft LLP in Manchester. Sarah qualified as a Solicitor in 2009 moving to Carson McDowell in January 2013. Sarah remains dual qualified in English and Northern Irish law.

Sarah is a Committee Member of the Employment Lawyers Group of Northern Ireland and a member of the Employment Lawyers Association.

Experience

Since qualification, Sarah has specialised in Employment law having advised some of the UK's most well known companies across a variety of sectors including Financial Services, Manufacturing, Retail & Leisure and Construction.

Sarah's experience includes:

- Advising clients in relation to day to day employment and HR related queries including advising on grievances, disciplinary matters and managing employee absence;
- Advising employers on the departure of senior employees / executives, including the negotiation of compromise agreements and advising on the protection of legitimate business interests through restrictive covenants;
- Defending industrial and fair employment tribunal claims for unfair dismissal, discrimination on all equality grounds, whistle blowing and claims arising out of transfers pursuant to the Transfer of Undertakings (Protection of Employment) Regulations 2006 and Service Provision Change (Protection of Employment) Regulations (Northern Ireland) 2006 ("TUPE");

- Advising both Transferors and Transferees on the application and implications of TUPE including the information and consultation requirements;
- Advising on large scale redundancy, re-organisation and harmonisation projects including providing advice on the election of employee representatives and collective consultation;
- Drafting and reviewing contracts of employments, service agreements and company policies and procedures;
- Regularly conducting client training on employment related issues for managers and HR professionals at all levels.