

Leona Rankin

Solicitor



Areas of Law: Employment

Contact Number: DD +44 (0) 28 90 348 841

Mob + +44 (0)7500 705 603

Email: leona.rankin@carson-mcdowell.com

Background

Leona attained her degree in law and Criminology (LLB Honours) from the University of Ulster in 2008 before commencing the Legal Practice Course (LPC) at Cardiff University, where she attained a Postgraduate Diploma in Legal Practice with distinction.

Leona commenced her professional training with Carson McDowell LLP in June 2011, qualifying as a solicitor in March 2013 when she joined the employment team. Leona advises mainly employer clients on all aspects of employment law, including defending claims in the Industrial Tribunals and Fair Employment Tribunal, drafting contracts of employment and employee handbooks and conducting training seminars on key employment issues.

Leona is a member of the Employment Lawyers Group for Northern Ireland and a member of the Employment Lawyers Association of England and Wales.

Experience

Leona's experience includes the following:

- Advising and assisting employers day to day with sensitive work place issues involving bullying, harassment, suspension, employee absence, discipline and grievances.
- Advising employers on the departure of senior employees / executives, including the drafting and negotiation of compromise agreements and advising on the protection of legitimate business interests through restrictive covenants.
- Working particularly closely with the corporate team, under the supervision of Rachel Penny, for instance, on transactions involving mergers and acquisitions, TUPE and outsourcing.

Tribunal Proceedings

- Advising and successfully defending claims of unlawful deduction of wages, discrimination, unfair dismissal and breach of contract.
- Advising clients on 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 clients in respect of conciliation and drafting settlement agreements.

County Court Proceedings

- Defending breach of contract proceedings commenced in the County Court.

Court of Appeal Proceedings

- Successfully defending an appeal to the Court of Appeal from a decision of an Industrial Tribunal.

Contractual matters – contracts of employment and compromise agreements

- Advising on and drafting contracts of employment; company policies and procedures;
- Advising clients on varying a contract of employment;
- Conducting a high level review of contracts of employment; company policies and procedures ensuring they are up to date with current legislative provisions;
- Advising on, drafting and negotiating the terms of compromise agreements (acting for both employer and employee);
- Drafting and advising clients on the enforceability of restrictive covenants contained within contracts of employment;

HR / employment law training

- Preparation and delivery of bespoke training to client organisations on employment related issues such as discrimination, disciplinarys and grievances and the implications of social media in the workplace.