



## Oliver Isaacs



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### Profile

Oliver Isaacs has over 15 years' experience dealing with commercial and employment disputes. He is particularly adept at dealing with claims involving directors, minority shareholders, restrictive covenants and breaches of confidentiality.

Whilst Oliver is regularly instructed to deal with routine employment claims (discrimination, whistleblowing, unfair dismissal etc.), he has particular experience in dealing with claims for bonuses, contractual redundancy payments, and permanent health insurance. Given the often high value of claim he is instructed in Oliver regularly appears in the Employment Appeal Tribunal and the High Court.

Oliver regularly partakes in judicial and other mediations regarding employment and wider commercial disputes.

Oliver undertakes work via Direct Access, and is prepared to consider Conditional Fee and Damages Based Agreements.

Oliver regularly lectures and conducts external seminars to key clients throughout the UK. He is able to provide bespoke in-house training on all aspects of employment and discrimination and civil and commercial law.

### Professional Memberships

Employment Law Association  
Employment Law Bar Association

### Recent and current work

Oliver's most recent cases include:-

- *Chindove v Morrison Supermarkets Plc (No 2)* (2017) (Unreported) - An appeal on whether an employee had affirmed his contract of employment.
- *ICTS (UK) Limited v Visram* [2016] UKEAT 0344\_15\_2607 – An appeal against an ET's finding that the dismissal of an employee in receipt of long term disability benefits was both unfair and discriminatory. The EAT held that the employment tribunal had permissibly found that the employee had had an express contractual right to long-term disability benefits and an implied right not to be dismissed, save for good cause, when on long-term sick leave, in circumstances in which he would have lost his entitlement to those benefits following dismissal. Oliver acted on behalf of Mr Visram both in the ET and the EAT. The case has been appealed by both parties to the EAT on remedy.
- *Smith v Gartner UK Ltd* [2016] UKEAT/0279/15/LA – An appeal against the striking out of a Claimant's claim of discrimination. The claim arose from the failure to pay permanent health insurance benefits until an amended retirement age of 65yrs old.