

PARTNER, EPIC (EMPLOYMENT)

Nick Thorpe

I am an employment lawyer and partner in our Employment, Pensions, Immigration, and Compliance (EPIC) group. I head up the London employment team.

EMPLOYMENT

IR35

IMMIGRATION

PENSIONS

 London, England

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 LOCATIONS

Japan, United Kingdom



I have a wealth of experience advising HR, in-house legal and senior leadership teams on a wide variety of employment law issues. I am known for providing strategic, pragmatic and commercial solutions and my input is often sought at an early stage (whether it be a sensitive exit, a team move or a large change program).

I have extensive experience advising on business restructures, transfers and outsourcing. I am also an experienced litigator, having acted on a number of high profile cases, including complex discrimination claims and a recent, widely reported status claim.

Working across a broad range of sectors, I have particular experience and market knowledge in technology, life sciences, and retail. I work with a number of HR groups, including HR Retail Circle and the Association of British Health Tech Industries' HR Forum.

Increasingly, my work involves an international element and I work closely with our other practices and international offices to support our global client base.

I am noted in the independent legal directories for my commercial approach:

I have been described as an 'outstanding lawyer' and 'incredibly commercial'. I have also been praised for my 'excellent communication skills'.

What others say...

“ I would recommend Nick and his team to any company, large or small. We are a start-up brand transitioning into a medium/large sized business and we have been so impressed by the commercial advice we have received to date. We have worked with employment law solicitors in the past who have not understood the complexities of our business, resulting in inadequate advice. Fieldfisher have never failed us and not only give great advice but have also been supportive and super quick! ”

RETAILER

Peoples Operations Manager

“ I would recommend Nick Thorpe and the employment team in Fieldfisher without hesitation. I have worked with them as our appointed employment law advisors in three successive companies. They have been trusted partners to each company and have helped in many complex situations. The advice is commercial, legally robust and focused on the right outcomes

GLOBAL MANUFACTURING BUSINESS

Chief Human Resources Officer

“ I've found Nick's advice to be invaluable. Nick is a real trusted advisor providing crystal clear, quality legal solutions in partnership with us - both for ongoing legal and ER issues and looking forward to manage future risks. I have no hesitation in recommending his user friendly and utterly reliable legal service ”

GLOBAL REAL ESTATE ADVISORY FIRM

UK&I HR Director