

Irvine Maccabe

Call: 1983

"Irvine Maccabe has great wit and charm, in addition to an excellent legal brain and sound tactical awareness"

Legal500 2010



Irvine Maccabe is an Employment Law specialist.

Expertise

Employment

Irvine combines pugnacious advocacy with sound commercial judgment and is regularly in the Employment Tribunal in all manner of cases, and the Employment Appeal Tribunal. He also appears in the High Court and County court in cases involving restrictive covenants and injunctions. He has acted for senior and highly remunerated executives in the City of London in sex discrimination and race discrimination and wrongful dismissal.

He has acted for and against local authorities, the Ministry of Defence, senior employees of state corporations, senior employees of numerous major public and private limited companies. He has been instructed by all levels of employee or worker and by professionals such as doctors, solicitors, solicitors firms, accountants, university lecturers, teachers (including headteachers) etc. He has acted for a Formula 1 grand prix team, an Olympic athlete, premiership footballers, golf professionals and is currently instructed on behalf of a major figure in the League Championship.

He is also regularly instructed by a number of London Bus companies in every manner of employment dispute.

Notable Cases

Jinadu v Docklands Buses Ltd : UKEAT/0166/16/BA

16th Dec 2016 Employment Tribunal entitled to make contribution deductions of the Basic and Compensatory awards where the reason for dismissal was

Birmingham

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capability.

Tanveer v East London Bus and Coach Company Ltd [2016] UKEAT 0022_16_0802 [2016] ICR D11

Early Conciliation time limits.

Arriva London Ltd v Eleftheriou (Unfair Dismissal : Polkey deduction) [2012] UKEAT 0272_12_2011 [2013] ICR D9;

20 November 2012

London United Busways Limited v Salim- UKEAT/01514/07

Perverse Tribunal Decision

Centre West London Buses Ltd v Ukachukwu UKEAT/0318/07/MAA

2005 Race discrimination. Comparators and interpretation of paras 4.65 and 4.67 CRE CoP Racial Equality in Employment

Centre West London Buses Ltd v Kirmizi UKEAT/01031/07/LA

Perverse Tribunal decision

Centre West London Buses Ltd v S McGuire UKEAT/0576/06/DM

Proportionality in strike outs for non compliance Employment Tribunal orders.

East London Bus and Coach Co Ltd and South East London and Kent Bus Co Ltd v TGWU 2007 EWHC 54 QB Underhill J

Interim injunction granted against union to prevent strikes

Robert Whyte v First Capital East Limited EAT/0686/04

Disability discrimination and Ladd v Marshall

Bell and 48 others v London General Transport Services Limited UKEAT/0589/04

Unlawful deduction of wages.

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Green v Metroline London North Limited UKEAT/0291/04 and UKEAT /470/04

Contribution, calculation of pension loss

Irvine Maccabe – Legal500 2008

Sex discrimination

Henry v London General Transport Service Ltd [IRLR] 2002 472 CA

Incorporation of contractual terms

Lynch v London General Transport Services Ltd 2002 EWCA Civ 489 (CA)

TUPE

Qualifications

- MA (Cantab)
- Approved for public access work

Testimonials

“Irvine represented me at an employment tribunal between myself and a large utility company. He dealt with the case with a wealth of experience and depth of knowledge of employment law. He was very well prepared and understood the complexities of the case. His approach to me was friendly but professional. He gave me hope of a positive outcome after many months of stress and worry. I would have no hesitation in recommending him to anyone in a similar position. I feel very privileged to have met Irvine and to have him represent me with a very satisfactory and successful result”. Paul Freestone, Sussex.

“With a workforce of over 7,000 employed in a range of disciplines, it is important that my legal advice is sound. I have worked with Irvine on a host of issues for over 20 years and he has consistently delivered the right results. I have also been with him in the Employment Tribunals, where he impresses. I strongly recommend his services” John Trayner, Managing Director, Go-Ahead London.

“Very recently, I was very unfairly treated by my employer during my pregnancy. Irvine advised me sympathetically and wrote a thorough and hard-hitting letter before action. He also provided me with comprehensive advice on the merits of my claim and the process it would follow, as well as on the conciliation process. This directly led to a substantial and much-needed settlement sum within a month. I

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thoroughly recommend his services". Rachel C, Surrey.

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