

James Warren

Partner



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Overview

James is a partner in our employment and workplace health & safety team based in Auckland with extensive experience working in both the UK and New Zealand.

James is experienced in supporting organisations with workforce change, employee relations and disputes, and the employment issues arising out of commercial transactions. He advises clients on the full range of employment issues, including restructurings, investigations, dismissals and disciplinary issues, personal grievances, and contractual and collective issues. He represents clients in serious harm investigations, and in both employment and health and safety litigation. He advises clients in numerous industries with both domestic and international footprints, having a particular interest in the technology, media and finance sectors.

James has been consistently recommended in The Legal 500 and has been described in various editions as a 'clear thinking adviser' providing 'great customer service', along with 'robust and practical advice'. He assists clients dealing with WorkSafe enforcement action and advises on a proactive approach to health & safety compliance. He is published widely and is regularly asked to speak at conferences and seminars.

James is an approachable and responsive advocate, experienced in delivering cross-border projects and business transformations. He is also an excellent strategist when pursuing and defending litigation across the full range of employment law issues, including dismissals, discrimination claims and breaches of restrictive covenants.

Experience

- **Confidential client:** Advised a finance house on high value claims of sexual harassment against its chairman.
- **Confidential client:** Advised on the employment law aspects of the merger of the business of two sister companies within a major publishing and education services group.
- **Leading international software company:** Advised on the development and implementation of global ethical standards and policies for its personnel.
- **Confidential client:** Advised on injunction proceedings against a group of employees planning a team move.

- **Gig economy service provider:** Advised on its terms and conditions for contractors against the backdrop of an employment status claim.
- **Advertising Agency:** Led proceedings against departing senior executives proposing to set up a competing business.
- **Specialist electrical equipment supplier:** Pursued damages and penalties claims against ex-employee for breach of confidentiality.
- **National Institution:** Advised on High Court proceedings raising privacy law challenges against the provision of employer references that dealt with allegations of child abuse.

Recognition

- *The Legal 500 Asia Pacific 2021:* Recommended Lawyer.
- *The Legal 500 Asia Pacific 2020 and 2021:* Next Generation Partner.
- *The Legal 500 EMEA 2019:* Recommended Lawyer.

Insights

- Co-author, "Employment Court decision has implications for long hours culture," *Kensington Swan Newsflash*, May 17, 2019
- Co-author, "Pay Equity," *Kensington Swan Newsflash*, May 16, 2019
- Co-author, "In force today: Key Employment Law changes," *Kensington Swan Newsflash*, May 7, 2019
- Co-author, "Domestic violence - Victims' Protection Act," *Kensington Swan Newsflash*, March 31, 2019
- Co-author, "Incoming! Employment law changes ahead - the end of trial periods," *Kensington Swan Newsflash*, February 14, 2019

Areas of focus

Practices

- Employment and Labour
- Litigation and Dispute Resolution
- Intellectual Property and Technology

Industry sectors

- Transportation
- Financial Markets

Education

- University of Canterbury, 1997, LLB, BCom, Law, Economics

Admissions and qualifications

- England and Wales, 2003
- New Zealand, 1998