

**Emma O'Meara**  
**Senior Associate/Head of Employment**



Emma has been a qualified solicitor since 2012, specialising in employment law and has extensive experience of advising clients upon matters involving claims for unfair dismissal and dismissals/variations of employment contracts arising out of reorganisations. Emma also advises clients upon whistleblowing and discrimination cases, including cases involving disability discrimination and sexual and/or racial harassment.

Throughout her Employment Law career Emma has provided advice for a large variety of domestic and international clients. Emma's experience expands across a range of industries, including IT, finance, retail, recruitment, health services and other professional services.

Prior to qualifying as a solicitor, Emma worked as a Human Resources Advisor for local government undertaking employment work. In her HR role, Emma advised managers on capability, disciplinary, grievance, absence and attendance policies and procedures and assisted in the investigations and hearings. Emma also worked closely with the legal department to assist in the preparations for Employment Tribunals for race and sex discrimination cases. She attended ET hearings to consult with counsel and assist in the council's defense to claims.

Emma carries out a large amount of non-contentious work, advising employers upon the contents of their staff contracts, including restrictive covenants, handbooks and policies and obligations arising under TUPE. Further, Emma reviews and advises on commercial contracts (including medical personnel supply agreements), advising on TUPE, AWR, and WTR implications.

Emma also has experience of interlocutory relief and issuing High Court applications for freezing and search orders. She has assisted on executing and conducting numerous search orders, as part of a larger search party, supervised by supervising solicitors and computer forensic experts. Emma is a client focused professional who is committed to providing commercial HR and legal advice to our clients. She recognises how HR solutions differ depending on company cultures and environments, and consequently has a strong track record of providing straight talking, easy to follow advice that meets the needs of our clients' businesses whilst ensuring HR best practices and legal requirements are met.