Cripps

Laura McMaster

Managing Associate

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I am a managing associate in the employment team. I balance attention to detail with practicality, and ensure clients can proceed in a way that's right for them.

I act for employers and individuals across a wide range of employment matters throughout the employment (and post employment) life cycle.

My work ranges from drafting employment documentation, to advising on settlement agreements and other employee exits, to considering sensitive employee matters and processes and business restructures.

I have significant experience acting for both employers and employees regarding senior exits, including where the individual is also a director and/or shareholder.

My dispute resolution experience builds on my early career as a litigator and includes negotiating exits, conciliation/mediation and employment tribunal claims (for claimants and respondents).

I work closely with many of our teams and regularly act on corporate, commercial and insolvency related matters and transactions.

My approach is described as professional but understanding, without unnecessary formality, and providing clear advice and guidance.

It's important to me to understand my client's needs, priorities and business styles. What works for one client may not be right for another. Rather, I ensure that each client understands their options and can proceed in a way that's right for them.

Areas of expertise:

- HR advisory
- Employment, service and consultancy contracts

- Staff handbooks and policies
- Grievances, disciplinaries and performance matters
- Terminations of employment, including settlement agreements and senior employee exits
- Restructures and redundancies
- TUPE
- Discrimination
- Post termination restrictions
- Acas conciliation and Employment Tribunal claims
- Mergers and acquisitions (employment)

Qualifications and memberships

- Admitted as a solicitor in June 2017
- Employment Lawyers' Association
- Mental Health First Aider