



**Ramyar Hassan**  
**Associate**

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Ram is an experienced Associate in our highly regarded employment team. He has over four years of experience in employment law and a wealth of expertise in handling employment tribunal claims and employment law issues, advising both employers and employees across the private, public, and third sectors.

Ram is well-versed in all areas of employment law, including unfair dismissal, discrimination, TUPE, redundancy, and restrictive covenants. He has provided advice on a range of contentious and non-contentious employment law matters, from amicable settlement agreements to complex tribunal litigation and senior executive exits. Ram possesses excellent technical knowledge and strives to offer clients objective, commercial, and practical advice in clear, straightforward language.

He has successfully represented clients in employment tribunal cases, achieving favourable, commercially advantageous outcomes in a range of disputes. Ram's ability to navigate intricate legal issues and provide tailored solutions has been instrumental in resolving disputes efficiently and effectively.

In addition to his casework, Ram has delivered training sessions and authored expert articles on developments in employment law and their impact on clients, as well as commercial advancements in areas such as Artificial Intelligence.

Ram is a dedicated member of the Employment Lawyers Association and serves on the Cardiff District Law Society subcommittee for social mobility. Ram is passionate about pro-bono work and regularly volunteers at local legal clinics, providing much-needed legal assistance to those who might not otherwise have access to it.

In his spare time, Ram enjoys staying active. When the weather is less favourable, he takes the opportunity to indulge in his love for reading, often immersing himself in a good book (and occasionally a really bad book).

## Recent work

### For Employers

- Advising high street retailer on a number of cases involving unfair dismissal, discrimination, whistleblowing. Achieving commercially advantageous outcomes at an early stage.
- Advising the public sector clients in unfair dismissal and disability discrimination claims.
- Successfully advising a leisure group on the senior executive exits during the sale of the business to another leisure group.
- Advising clients on the breach and enforcement of restrictive covenants.
- Drafting and preparing settlement agreements for clients in a number of sectors from housing associations, to logistics companies.
- Defending and representing telecommunications clients at preliminary hearings at the employment tribunal, dealing with preliminary jurisdictional issues.

### For Employees

- Advising and representing a senior executive at a leading defence contractor on his exit and post termination obligations owed to his employer.
- Successfully advising a senior employee in bringing claims against a leading property company.

- Advising a managing director at a leading gaming organisation on his contract of employment, director's duties and post-termination obligations.

## Expertise

- Contracts and policy drafting
- Contractual changes
- Data protection and GDPR
- Disciplinary and grievances
- Discrimination and the Equality Act 2010
- Employment Tribunal claims
- Post-termination restrictions
- Redundancies
- Restructures and reorganisations
- Trade unions and collective bargaining
- Training
- TUPE transfers

## Career

### Experience

- Associate, Darwin Gray, November 2024 - present
- Associate, TLT, 2024
- Trainee Solicitor/Solicitor, Geldards, 2018 - 2024

### Education

- Cardiff University

## Membership

- Employment Lawyers Association