



## GILLIAN MORRIS

### MAIN AREAS OF PRACTICE:

Arbitration  
Employment law  
Mediation

Called to the Bar 1997

### CONTACT:

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Gillian Morris is a Deputy Chairman of the Central Arbitration Committee; an accredited mediator; a member of the Acas Panel of Arbitrators; and Honorary Professor in the Faculty of Laws, University College London. She is former Chair of the NHS Pay Review Body and former Deputy Chair of the Police Negotiating Board and of the Police Advisory Board for England and Wales.

Gillian undertakes advisory work in employment law and public employment law and is an expert in industrial relations problems and procedures. These are fields in which she has specialised since obtaining her doctorate from the University of Cambridge in 1978. She works with advocate colleagues on litigation related to her areas of expertise and also offers seminars and in-house training in these fields. She was instructed to act as the reviewer of dismissals of workers by Gate Gourmet following the agreement of the parties that she was an independent person of appropriate standing. She was legal adviser to Acas on the Lindsey Oil Refinery investigation. She was a member of a Tribunal of Inquiry into Industrial Action by Airport Fire Fighters at Guernsey Airport.

Gillian's range of experience as an employment lawyer and in the field of industrial relations makes her particularly well equipped to act as a mediator or arbitrator in employment disputes.

Gillian has acted as a Labour Law Expert for the International Labour Organisation (work included drafting general employment, and specific public employment, legislation for the Member State) and as an expert adviser to the European Commission.

She is author or co-author of several books, including *Labour Law* (6th edition, 2012), a comprehensive and detailed text regularly cited in the higher courts. Her other books include *Collective Labour Law* (2000); *Trade Unions, Employers and the Law* (1993); *The State as Employer: Labour Law in the Public Services* (1989); and *Strikes in Essential Services* (1986). In addition, Gillian has written numerous articles for leading journals, including the *Industrial Law Journal*, *Public Law*, the *Law Quarterly Review* and the *European Human Rights Law Review*.

### SELECTED BOOKS

*Labour Law* (with Simon Deakin) (6th edition, Hart Publishing, 2012)

*Collective Labour Law* (with Timothy J. Archer) (Hart Publishing, 2000)

*Trade Unions, Employers and the Law* (with Timothy J. Archer) (2nd edition, Butterworths, 1993)

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## LECTURING AND TRAINING

Gillian Morris is an experienced lecturer to legal practitioner, management and trade union audiences both in the UK and overseas.

Topics on which she has presented the UK position at international conferences include:

- The use of temporary labour and regulation of employment agencies
- Privacy at work
- Industrial Action

*The State as Employer: Labour Law in the Public Services* (with Sandra Fredman) (Mansell, 1989)

*Strikes in Essential Services* (Mansell, 1986)

## SELECTED CONTRIBUTIONS TO BOOKS

'Protection of Employees' Personal Information and Privacy in English Law' in *Protection of Employees' Personal Information and Privacy*, ed Hiroya Nakakubo and Takashi Araki, Kluwer, 2014.

'Trade Union Rights at the Workplace in Britain (with Bob Hepple) in *Trade Union Rights at the Workplace*, ed Thomas Klebe, Marlene Schmidt and Bernd Waas, Kluwer, 2012.

'The Development of Statutory Employment Rights in Britain and Enforcement Mechanisms' in *Making Employment Rights Effective*, ed Linda Dickens, Hart Publishing, 2012.

'The Central Arbitration Committee' (with Simon Gouldstone) in *The Changing Institutional Face of British Employment Relations* ed Linda Dickens and Alan C Neal, Kluwer, 2006.

'Employee Involvement in British Law' in *Employee Involvement in a Globalizing World: Liber Amicorum Manfred Weiss*, edited A. Holand, C Hohmann-Dennhardt, M. Schmidt and A. Seifert, Berliner Wissenschafts-Verlag, 2005.

'England' in *Temporary Agency Work and the Information Society*, ed.s Roger Blanpain and Ronnie Graham (Kluwer, 2004)

'The Future of the Public/Private Labour Law Divide' in *The Future of Labour Law*, ed.s Catherine Barnard, Simon Deakin and Gillian Morris (Hart Publishing, 2004)

'The Use of E-Mail and the Internet at Work in English Law' in *Online Rights of Employees*, ed. Roger Blanpain (Kluwer, 2002)

'The Right to Strike and Lock-out in English Law' in *The Council of Europe and the Social Challenges of the XXIst Century*, ed. Roger Blanpain (Kluwer, 2001)

'Labour Law' (with Keith Ewing) in *Law's Future(s)*, ed. David Hayton (Hart Publishing, 2000)

'The Changing Nature of the Employment Relationship' in *The Role of Private Employment Agencies in Modern Market Economies*, ed. Roger Blanpain (Kluwer, 1998)

'Political Activities of Public Servants and Freedom of Expression' in *Importing the First Amendment*, ed. Ian Loveland (Hart Publishing, 1998)

Material on public sector employment and judicial review incorporated in *Judicial Review of Administrative Action*, de Smith, Woolf and Jowell (1995; supplement 1998)

'Strikes in Essential Services: The English Experience' in *Greves et services essentiels*, ed. Jean Bernier (Les Presses de l'Universite Laval, 1994)

'Freedom of Association and the Interests of the State' in *Human Rights and Labour Law*, ed.s K.D. Ewing, C.A. Gearty and B.A. Hepple (Mansell, 1994)

'The Right to Organise in British Law' in *Comparative Labour Law: Anglo-Soviet Perspectives*, ed.s W.E. Butler, B.A. Hepple and Alan C. Neal (Gower, 1987)

'Emergencies and Essential Supplies' in *Labour Law in Britain*, ed. Roy Lewis (Blackwell, 1986)

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## SELECTED ARTICLES

'Britain's New Statutory Procedures: Routes to Resolution or Barriers to Justice?' Comparative Labor Law and Policy Journal Vol 25 No 4, Summer 2004, 477-486.

'The Employment Act 2002 and the Crisis of Individual Employment Rights' (with Bob Hepple QC) (2002) 31 Industrial Law Journal, 245-269

'Extending the Police Family: Issues and Anomalies' (2002) Public Law, 670-677

'Public Employment and the Human Rights Act' (2001) Public Law, 442-449

'The Employment Relations Act 1999 and Collective Labour Standards' (2001) 17 International Journal of Comparative Labour Law and Industrial Relations, 63-77

'Fundamental Rights: Exclusion by Agreement?' (2001) 30 Industrial Law Journal, 49-71

'Employment in Public Services: The Case for Special Treatment' (2000) 20 Oxford Journal of Legal Studies, 167-183

## OTHER INFORMATION

Gillian Morris is Deputy Chair of the Central Arbitration Committee and a member of the Acas Panel of Arbitrators.

Gillian is regulated by the Bar Standards Board and accepts instructions under Standard Contractual Terms, details of which can be found on our website under Code of Conduct.