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OLIVIA-FAITH DOBBIE

Year of Call: 2007

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'Clear advice, ability to get to the key issues quickly, excellent soft skills, and a strong communicator.' - **Legal 500 2023**

"Olivia is an outstanding employment barrister. She can explain the most complex and sensitive employment law issues to clients from all industry sectors." "She performs extremely well in court with a confident, calm, measured and quick-thinking approach." - **Chambers and Partners 2023**

OVERVIEW

Olivia-Faith Dobbie is an employment law specialist, with extensive experience of a broad range of employment disputes, both in the civil courts and tribunals. She also has a sound appellate practice and has appeared at all levels including two appearances in the Supreme Court as junior counsel, as well as having acted in a case which went to the European Court of Human Rights. Olivia was appointed as a part-time employment judge in 2020.

In her daily practice, Olivia has a particularly strong reputation for discrimination, holiday pay, employment status, pensions and whistleblowing. Due to her depth of knowledge of discrimination law, Olivia represents clients in discrimination claims in the county court in the areas of Goods & Services, Education and Associations.

Olivia regularly advises and represents clients in High Court cases on matters such as wrongful dismissal, bonus claims, restrictive covenants, confidentiality as well as final and interim injunctive relief.

She is also highly sought after for her experience in undertaking internal investigations or procedures for a wide range of clients, from higher education institutions to commercial undertakings and solicitors' firms to housing associations. Olivia has also been instructed by the Labour Party on two occasions to represent the National Executive Committee in internal disciplinary processes. Olivia has conducted full investigations (interviewing witnesses, gathering evidence and producing an investigation report) as well as reaching determinations in both grievance and disciplinary matters and appeals. She also frequently acts as a legal advisor to clients in respect of their disciplinary, grievance and appeal processes.

In recent times, Olivia has advised numerous clients including schools, local authorities, fire services and private commercial companies with respect to handling changes to holiday pay for thousands of employees. She has also represented respondents (one local authority and one commercial undertaking) in two large multiple claims, each including over 400 claimants, in respect of holiday pay. One such case resulted in amendments to the terms and conditions of thousands of workers. Due to this expertise in holiday pay and working time, Olivia has appeared on BBC radio and television discussing this topic on various occasions.

Indeed, she has developed a prominent profile as a legal commentator for the media. Olivia regularly advises the BBC on their reporting of employment law issues. She appeared on BBC's Victoria Derbyshire show to discuss the decision of the Employment Appeal Tribunal in the case of Uber v Aslam & others. She also appeared on the six and ten o'clock BBC news commenting on the breaking judgment in the case of Paulley v First Group Buses. Olivia recently commented on the implications of Brexit for BBC 10 o'clock news and has advised journalists on the employment law implications of returning to work after lockdown.

Olivia regularly delivers training and lectures on the topics of employment status and working time (especially holiday pay) as well as returning to work post lockdown.

“Olivia Dobbie is a rare breed of barrister who is dogged, positive and upbeat, excellent with clients and a brilliant advocate in Court. She is a terrific drafter of pleadings both claims and defences acting for both Claimants and Respondents. She is approachable and friendly and is a terrific worker always responsive and willing to work long hours. Her broad range of work spans unfair dismissal, tricky race, disability and sex discrimination cases and breach of contract including restrictive covenants and large wrongful dismissal claims. But most importantly she is an eminently lovely person. I feel privileged to work with her and for her to represent my clients.”

“Olivia is always our first port of call on employment matters, and we have instructed her on a number of matters in the past three years. We have always found her excellent, as she is very quick on her feet and she has proven herself a seasoned cross-examiner. She is also exceptionally user-friendly as a barrister, partly because of her expertise and partly because she gets on very well with our clients. She is also able to break complex matters down easily for them.”

“I would recommend Olivia to anyone looking for a stand-out barrister who is not only extremely knowledgeable but an excellent advocate and very approachable. Knows her stuff and someone I would always want on my side!”

“Olivia has been advising my start-up companies and entrepreneur colleagues on commercial legal matters for over five years. She always gets right to the heart of the matter and finds the most practical solutions to even the most complex issues. I would highly recommend Olivia for any engagement.”

✓ REFERENCES

✓ APPOINTMENTS AND MEMBERSHIPS

✓ PUBLICATIONS AND TRAINING

✓ **QUALIFICATIONS**

✓ **HIGHLIGHT CASES**