

Chris Weaver

Chris has over 15 years' experience advising on all aspects of employment law.

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Chris' practice involves advising both employers and employees on matters relating to the departure of directors and senior executives, redundancy consultation exercises and business reorganisations, disciplinary investigations and procedures, performance management, employee grievances, managing ill health and return to work, maternity and family friendly rights, restrictive covenants, TUPE and the transfer of undertakings, the negotiation of severance terms, service agreements, employment policies and procedures, discrimination law, whistleblowing and post-termination restrictions. He is regularly involved in complex Employment Tribunal litigation.

He also advises on all aspects of UK data protection law, the GDPR and Data Protection Act 2018 compliance, including data mapping organisations' data processing activities; carrying out audits of organisations' data protection compliance; advising on data controller and processor obligations; identifying the appropriate lawful bases for processing personal data and conditions for processing special category (sensitive) personal data and criminal convictions data; drafting privacy notices, consent forms, data protection policies, data breach policies and data retention guidelines; advising on the requirements when appointing third party data processors or sub-processors, data transfers and data sharing between data controllers; the requirement to maintain a record of processing activities; cross border transfers of personal data; data subjects' rights and complying with requests made by data subjects (including data subject access requests); reporting and record keeping requirements following data breach incidents; and the requirements when carrying out direct electronic marketing.

Chris provides support to the Corporate Department on employment issues across the full range of transactional work including acquisitions and disposals, reorganisations and the transfer of undertakings (TUPE). Specifically, this comprises conducting employment related due diligence and preparing due diligence reports, advising on warranties and indemnities in the sale and purchase documentation, advising on restrictive covenants, severance terms and redundancy situations, TUPE related consultations and notices, the preparation of new employment and consultancy agreements and related employment matters.

Chris regularly writes articles on employment law matters and has provided comments in the local and national press, including the Financial Times, Daily Mail, the Telegraph and City AM. He has also provides training for clients and has presented seminars on matters such as TUPE and data protection, including for the Beauty Companies Association (BCA), the Royal Society of Biology and architects at de Rijke Marsh Morgan Architects.

Chris is a member of the Employment Lawyers Association.

He qualified in England & Wales in 2005, joined Payne Hicks Beach in 2009, was promoted to senior associate in 2015 and to partner in 2021.