

REHANA AZIB

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"A very skillful advocate who is formidably intelligent and very hard-working"
(Chambers UK)

Practice Overview

Rehana specialises in personal injury and employment law, especially occupational stress, harassment, and discrimination claims. She is the Head of Chambers' Employment Team and a Master of the Bench of the Inner Temple.

"A very skillful advocate who is formidably intelligent and very hard-working" (Chambers and Partners), Rehana is recommended as a leading Junior in both employment and personal injury in Chambers and Partners and the Legal 500. She is Head of Chambers' Employment Team, and was elected a Master of the Bench of the Inner Temple in July 2019. Rehana co-authored "Litigating Psychiatric Injury Claims" (Bloomsbury Professional, 2012 and due for re-publication in 2021), a Practitioners' Guide, combining her expertise in both personal injury and employment law. She has particular expertise in dealing with crossover stress, harassment and discrimination claims in personal injury and employment law, including dealing with discrimination in sports. She is on the Independent Panel investigating the allegations of race discrimination complaints by Cricketer Azeem Rafiq against Yorkshire County Cricket Club, as documented in the press.

She is an Accredited Advocacy Trainer and Teacher Trainer for the Inner Temple, teaching advocacy nationally and internationally, including at the International Criminal Court in The Hague. Rehana frequently teaches cross-examination of expert witnesses. She co-authored the Inner temple's Advocacy Training Manual. She is Course Director of the Pupils' Advocacy Training Programme at the Inner Temple and a member of the Education and Training and Advocacy Training Committees. In July 2019, she was named by the The Lawyer publication as one of the top 3 busiest female juniors at the Employment Bar, in the EAT.

Practice areas

Employment
Personal Injury

Memberships

Inner Temple Scholarships Committee 2014
Inner Temple Bar Liaison Committee, 2013
PIBA
LCLCBA

Qualifications

BA Jurisprudence
Bar Vocational Course

Education

Keble College, Oxford University
Inns of Court School of Law



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Rehana is Patron of Bird & Bird's Bursary Foundation and has been a guest speaker on BBC World News and the BBC World Service on equality issues in the workplace. She was a specialist panel speaker at the BBC's 100 Women of the Century Event in October 2013, which was broadcast internationally. She won the National Asian Women of Achievement Award in 2009 for Young Achiever of the Year and has been featured in the International Asian Who's Who Guide since 2012.

Rehana deals with cases in the High Court, ET, EAT and Court of Appeal. Reported cases include *NAS v East Sussex Healthcare NHS Trust* [2019] 4 WLUK 319 (EAT), *Camden and Islington NHS Foundation Trust v Miss N Uddin* [2019] 12 WLUK 1 (EAT), *Puthenveetil v Alexander and Secretary of State for BEI* [2018] 1 WLUK 549 (EAT), *Yovonie v East Sussex Healthcare NHS Trust* [2018] LTL (High Court), *Bone v North Essex Partnership NHS Trust* (Court of Appeal) [2016] IRLR 295, *Nambalat v Tayeb and Ors* (Court of Appeal) [2012] All ER (D) 62, [2012] IRLR 1004, *Mohammed Najib v John Laing PLC* (High Court) [2011] All ER (D) 203 and *Julio v Jose and Others* (EAT) 2012 [IRLR] 180, [2012] All ER (D) 100.

Employment

Rehana is the Head of Chambers' Employment Group. She has an extremely busy practice in all areas of employment law. In July 2019, she was named by The Lawyer as being in the Top 3 busiest female juniors in the EAT at the Employment Bar. She is on the Independent Panel investigating the allegations of race discrimination complaints by Cricketer Azeem Rafiq against Yorkshire County Cricket Club, as documented in the press.

Two of her cases are the leading authorities in their specialist areas (*Bone v NEP*, TULRCA 1992 and *Nambalat v Tayeb and Others*, NMW 1999). "Formidable work ethic and intelligence" (Legal 500, 2014), Rehana has been recommended as a leading Junior in the Legal 500 since 2010. She is an impressive and highly sought after advocate with an excellent record of trial and appeal victories, and who is highly respected for her handling of particularly sensitive cases involving public interest disclosure, fraud and abuse. She has a variety of clients ranging from the NHS and local government to international companies in the commercial, media, medical, financial and insurance fields.

Reported cases include the following:

- *Nasser Arjomand-Sissan v East Sussex Healthcare NHS Trust* (2019) EAT – LTL 18/4/2019: [2019] 4 WLUK 319
- *Camden And Islington NHS Foundation Trust v N Uddin* (2018) EAT –

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LTL 7/3/2019 : [2019] 12 WLUK 1

- *Yovonie v East Sussex Healthcare NHS Trust* (2018) High Court – [2018] EWHC 2328 (QB): LTL 3/8/2018 EXTEMPORE
- *KPK Puthenveetil v (1) S Alexander (2) RJ George (3) Secretary of State for Business, Energy & Industrial Strategy* (2018) EAT – LTL 25/4/2018: [2018] 1 WLUK 549
- *Yovonie v East Sussex Healthcare NHS Trust, Lawtel*, High Court
- *Garamukanwa v Solent NHS Trust* [2016] IRLR 476
- *Bone v North Essex Partnership NHS Trust* (Court of Appeal) [2016] IRLR 295
- *Yovonie v East Sussex Healthcare NHS Trust* [2016] 2 WLUK 692
- *Nambalat v Tayeb and Ors* (Court of Appeal) [2012] All ER (D) 62, [2012] IRLR 1004
- *Mohammed Najib v John Laing PLC* (High Court) [2011] All ER (D) 203
- *Julio v Jose and Others* (EAT) 2012 [IRLR] 180, [2012] All ER (D) 100.

Rehana has extensive experience of cross-examining medical experts and dealing with complex medical evidence. She has taught cross-examination of expert witnesses to practising barristers as an Accredited Advanced Advocacy Trainer for the Inner Temple since 2012. She has taught internationally including at the International Criminal Court in The Hague. Rehana is therefore able to deal with complex medical evidence arising in disability discrimination and personal injury claims.

Rehana has particular expertise in occupational stress, harassment and discrimination claims, drawing on her experience of working in mental health prior to coming to the Bar. Rehana deals with numerous psychiatric injury claims involving both Employment Tribunal and County Court proceedings, and is able to deal with these dual claims equally effectively due to her high level of expertise in both employment law and personal injury. She is co-author of the book “Litigating Psychiatric Injury Claims” (Bloomsbury Professional 2012), a specific guide for both personal injury and employment law practitioners which includes valuable guidance on litigating claims including occupational stress, statutory harassment, and disability discrimination issues. She has also appeared on international TV and radio as a guest speaker on equality issues.

Personal Injury

Rehana regularly deals with complex and high value personal injury matters in both the County Court and High Court. She has particular

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expertise in dealing with occupational stress, harassment and bullying cases and is a specialist in this area of personal injury law. Rehana worked in mental health prior to coming to the Bar and is able to draw on this expertise when dealing with such cases. Rehana has special expertise in dealing with discrimination and harassment arising in sport, both from a personal injury angle, and an employment law angle. She is on the Independent Panel investigating the allegations of race discrimination complaints by Cricketer Azeem Rafiq against Yorkshire County Cricket Club, as documented in the press.

Rehana frequently deals with personal injury claims in the High Court, and claims high value claims of over £1 million.

Rehana deals with numerous psychiatric injury claims involving both Employment Tribunal and County Court proceedings, and is able to deal with these dual claims equally effectively due to her high level of expertise in both employment law and personal injury. She is co-author of the book "Litigating Psychiatric Injury Claims" (Bloomsbury Professional 2012, due for republication in 2021), a specific guide for both personal injury and employment law practitioners which includes valuable guidance on litigating claims including occupational stress, statutory harassment, and disability discrimination issues. She has also appeared on international TV and radio as a guest speaker on equality issues.

Rehana has extensive experience of cross-examining medical experts and dealing with complex medical evidence. She has taught cross-examination of expert witnesses to practising barristers nationally and internationally, as an Accredited Advocacy Trainer for the Inner Temple since 2012. This includes delivering training on cross-examining expert witnesses at the International Criminal Court.

Significant cases

- *Nasser Arjomand-Sissan v East Sussex Healthcare NHS Trust* (2019) EAT – LTL 18/4/2019: [2019] 4 WLUK 319. Rehana successfully represented the Respondent in a 3-day EAT Appeal examining the legal test in respect of protected disclosures alleging legal breaches by the employer.
- *Camden And Islington NHS Foundation Trust v N Uddin* (2018) EAT – LTL 7/3/2019: [2019] 12 WLUK 1. Rehana successfully represented the Appellant in this appeal relating to unfair dismissal and the requirements on the Employment Tribunal to ensure that their findings deal systematically and fully with each of the separate limbs of the requisite test.

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- *Yovonie v East Sussex Healthcare NHS Trust* (2018) High Court – [2018] EWHC 2328 (QB): LTL 3/8/2018 EXTEMPORE. Rehana represented the successful employer in striking out this High Court claim for discrimination, breach of contract and equal pay. She had successfully represented the employer in the ET and EAT and secured a strike out of the High Court claims on the basis of estoppel, res judicata and abuse of process.
- *KPK Puthenveetil v (1) S Alexander (2) RJ George (3) Secretary of State for Business, Energy & Industrial Strategy* (2018) EAT – LTL 25/4/2018: [2018] 1 WLUK 549. Rehana represented the First and Second Respondents in this EAT appeal with far-reaching significance as to whether the national minimum wage exemption was contrary to EU law and whether it could or should be disapplied by the Courts.

Appointments

- Head of Employment Law, 2 Temple Gardens, 2019
- Master of the Bench, Inner Temple, 2019
- Education and Training Committee, Inner Temple, 2019
- Course Director of Pupils' Advocacy, 2018
- Advocacy Training Committee, Inner Temple, 2018
- Advocacy Teacher Trainer (Inner Temple), 2014
- Accredited Advocacy Trainer (Inner Temple), 2012
- Patron of International Law Firm Bird & Bird Bursary Foundation 2009

Recommendations

Chambers UK 2021:

"She's very client-focused and her skills at tribunal are exceptional." "She's absolutely fantastic."

"She is very clever and responsive, and has dealt with some very tricky cases." "Her attention to detail is excellent."

Legal 500 2021:

"Achieves excellent results through remorseless hard work and exceptional attention to detail."

"Excellent during cross-examination – iron fist in a velvet glove was written with Rehana in mind – and she has great client skills. Assertive and highly skilled in dealing with litigants in person."

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Chambers UK 2020:

"Her approach to each different case is mind-blowing. Her style is always different for each party she addresses in court, but she does it with such ease; she can move from one to the other while being ever so polite and still getting her point across. The relationships she builds with each of the witnesses is great; she really knows how to calm them down before they have to give their evidence."

Legal 500 2020:

"Particularly good for complex cases involving disability and mental health issues."

Chambers UK 2019:

"Brilliant with clients." "She is detailed, concise and commercial."

Chambers UK 2018:

"She is really good and effective in court before a judge"; "A very skilful advocate who is formidably intelligent and very hard-working"

Legal 500 2017:

"Her advocacy oozes persuasiveness"

Legal 500 2016:

"She really does go that extra mile in delivering an excellent service"

Legal 500 2015:

"Formidably intelligent and extremely hardworking"

Legal 500 2014:

"Formidable work ethic and intelligence"

Legal 500 2010:

"Organised, reliable and brings extra quality to drafting"

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