

Rehana Azib KC

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razib@2tg.co.uk



+44 (0)20 7822 1200

Rehana Azib KC 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 skilful advocate who is formidably intelligent and very hard-working" (Chambers & Partners), Rehana is recommended as a leading Junior in both employment and personal injury in Chambers & 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.

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.

Expertise

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.

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.

Notable Employment cases

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 - 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 Puthenveettil 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 & 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 & Others (EAT) 2012 [IRLR] 180, [2012] All ER (D) 100

Personal Injury

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

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

- Queen's Counsel (2022)
- 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)

Awards

- Major Exhibition, Inner Temple
- Duke of Edinburgh Entrance Scholarship, Inner Temple
- Young Achiever of the Year, National Asian Women of Achievement Awards (2009)

Education

- BVC, Inns of Court School of Law
- BA Jurisprudence, Keble College, Oxford University

Memberships

- Barrister Governing Bencher, Inner Temple
- Advanced Advocacy Trainer & Advocacy Teacher Trainer, Inner Temple
- Course Director for Pupils Advocacy & Director of Practice Management, Inner Temple
- Advocacy Training Committee Member, Inner Temple
- Education & Training Committee Member, Inner Temple
- Personal Injury Bar Association Committee Member
- Employment Law Association

Publications

- Litigating Psychiatric Injury Claim, Bloomsbury Professional (2012) – Co-author of this comprehensive text and practitioners’ guide to litigating all aspects of psychiatric claims for both personal injury and employment law practitioners. Includes guidance on occupational stress, harassment, and discrimination claims.
- International Asian Who’s Who Guide – featured profile (2012-present)
- “Health and Wealth”, New Law Journal (June 2012)
- “An offer you cant refuse”, New Law Journal (July 2011)
- “A mixed bag”, New Law Journal (November 2010)
- Updates on Asbestos Exposure Parts 1 and 2, New Law Journal (2009, 2010)
- “The Measure of Injury” Parts 1 and 2, New Law Journal (2008)

Recommendations

“Her advocacy is robust and hard-hitting, and she always gets the client’s case across in a persuasive and clear manner.” “Rehana is good on strategy, tactics and negotiations.” “Rehana is a really steely cross-examiner and advocate.” “She is highly impressive in every aspect of counsel service.” “Rehana is very good on the detail, getting into the nuts and bolts of a case. She is good on strategy, tactics and negotiations as well as being very easy to deal with.” “Rehana is a class act. She is calm under pressure with steely negotiating skills. Her grasp of the law and facts is consummate, including novel and complex issues.”

Chambers UK 2024

“Rehana is excellent at absorbing complex and detailed information very quickly, and has an analytical eye for detail.” “Rehana is brilliant at putting clients at ease and provides clear and succinct advice.” “Incredibly bright, astute and able to understand the intricacies of complex legal points as well as the wider needs of the clients.”

Legal 500 2024

“Rehana is thorough in her preparation, inspires immediate confidence in clients and is a tenacious advocate.” “Rehana’s advice, insight and performance in conference with both insurers and insured is outstanding.” “She is extremely knowledgeable and very experienced. Rehana is a pleasure to work with.”

Chambers UK 2023

“Incredibly bright, astute and able to understand the intricacies of complex legal points as well as the wider needs of the clients.” “What is striking about Rehana is her innate ability to get straight to the heart of a matter and not be distracted by the morass of superfluous information or allegations that are frequently present. She always manages to distil a matter into two or three relevant legal points.”

Legal 500 2023

“She is a very commercial and pragmatic barrister, her clarity of thought is very impressive and she has a good grasp of all the issues. She also does a huge amount of appellate work and I really appreciate the way that she analyses those cases.”

“She is exceptional, she has a breadth of knowledge, she has the ability to grasp the facts and she is lovely to deal with.”

“She is extremely intelligent and very analytical.”

“She has the ear of whichever court or tribunal she appears before. She is held in high regard and operates well above her year of call.”

Chambers UK 2022

“Rehana is extremely hard-working, knowledgeable, engaging and easy to work with. She is a problem solver and provides the upmost support to her instructing solicitors and the client. She is also professional, personable and a pleasure to work with, and has impeccable technical knowledge.”

“Incredibly bright, astute and able to understand the intricacies of complex legal points as well as the wider needs of the clients.”

Legal 500 2022

“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.”

Chambers UK 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.”

Legal 500 2021

“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”

Chambers UK 2020

“Particularly good for complex cases involving disability and mental health issues”

Legal 500 2020

“She provides thorough, detailed advice and is able to look at a case from all angles, adopting a commercial approach where appropriate. She is a formidable advocate and will really fight your corner. She’s also very personable and clients like her”

Chambers UK 2019

“She is really good and effective in court before a judge”

“A very skillful advocate who is formidably intelligent and very hard-working”

Chambers UK 2018

“Her advocacy oozes persuasiveness”

Legal 500 2017

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

Legal 500 2016

“Formidably intelligent and extremely hardworking”

Legal 500 2015

“Formidable work ethic and intelligence”

Legal 500 2014

“Organised, reliable and brings extra quality to drafting”

Legal 500 2010