

Christopher Hitchins

Managing Partner (London)

London Office

+44 (0) 20 7776 7663

christopher.hitchins@katten.co.uk



Practices

FOCUS: Employment Litigation and Counseling

Environmental, Social and Governance

International Arbitration

Litigation

Privacy, Data and Cybersecurity

United Kingdom

Education

LPC, The College of Law, Chester

BA (Law), University of Sheffield

Community Involvements

Law Society of England and Wales

Employment Lawyers Association

An employment lawyer who advises on all aspects of company operations, Christopher Hitchins does more than protect his clients' legal interests. He also protects their workplace cultures and reputations as employers. Chris' practice goes beyond traditional employment matters to encompass broader areas such as data privacy, pensions and benefits, and commercial issues. He also helps employers design strategies to incentivise workers, raise workforce standards and take other action to realise their goals and values as a company.

HR counsel that enhances management efficiency

Looking up the law on any particular issue isn't a great challenge. Chris and his team add value for clients by finding ways to conform with the law that enhance their retention and recruitment efforts while also reducing legal risk.

Representing clients across all sectors, he is particularly active with clients in the financial services and hospitality and leisure industries. For employers, he handles all day-to-day employment law and human resource compliance issues that may arise, including in respect of environmental, social and governance (ESG) matters, General Data Protection Regulation (GDPR), modern slavery, anti-money-laundering and immigration issues, as well as traditional areas such as holiday pay, performance management, and advising on family-friendly rights. With extensive international expertise, he also helps clients' businesses operate effectively across borders.

Whether Chris is defending employers in a discrimination case, drafting employment contracts or designing benefits policies, he helps his clients manage HR matters more efficiently. They are free to focus on expanding their businesses, secure that they have counsel taking a cost-effective and consistent approach to issues across their workforce, enhancing their reputation as a good place to work. Providing that security is what makes Chris a long-term, trusted adviser to his clients.

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Recognitions

Recognized or listed in the following:

- *The Legal 500 United Kingdom*
 - Leading Individual, 2017
- *Chambers UK*
 - 2018

News

- Katten Acclaimed in The Legal 500 United Kingdom 2024 Guide (October 4, 2023)
- Christopher Hitchins Updates *Reward Strategy, Personnel Today*, Among Others on Changes Ahead for UK Gig Economy Workers (September 20, 2023)
- Christopher Hitchins Shares Coronation Day Employment Law Issues With *EUStartUp.news* (April 24, 2023)
- Katten UK Named Transatlantic Firm of the Year 2022 (November 30, 2022)
- Real Good Dental Strategic Investment in Enamel Dental Garner Media Attention (August 30, 2022)
- Katten Advises Real Good Dental on Acquisition of Enamel Dental Group (August 26, 2022)
- Katten UK Expands Corporate Practice With PwC Legal Hire (May 23, 2022)
- Christopher Hitchins Discusses NHS Staff Mandatory Vaccination Requirements (November 12, 2021)
- Coronavirus (COVID-19) Resource Center (November 10, 2021)

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- *Governance and Compliance Profiles* Christopher Hitchins, Discussing Employment Law and Diversity (September 21, 2021)
- Chris Hitchins Discusses Compulsory Vaccine Policies in an Article in *The Global Legal Post* (August 6, 2021)
- *Lawyer Monthly* Discusses UK Vaccine Passport Privacy Concerns With Christopher Hitchins (August 4, 2021)
- Christopher Hitchins Weighs In on Landmark UK Gig Economy Case (February 23, 2021)
- Christopher Hitchins Named Managing Partner, Katten UK, Succeeding Peter Sugden (January 28, 2021)
- Christopher Hitchins Discusses Workplace Safety in the COVID-19 Era With Sky News (May 13, 2020)
- Katten's Insolvency and Restructuring Team Wins Two Turnaround Awards (December 12, 2019)
- Katten UK Represents TriSpan in Acquisition of sk:n Clinics (February 5, 2019)
- Katten UK Represents TriSpan in Acquisition of Rosa's Thai Café (June 6, 2018)
- Christopher Hitchins Profiled in *Employment Solicitor Magazine* (May 30, 2018)
- Katten UK Lauded in Real Estate by *Chambers UK* 2018 (November 8, 2017)
- Katten Lauded by *The Legal 500 United Kingdom* 2017 (October 11, 2017)
- Katten Honors Attorneys for Exceptional Pro Bono Service (June 27, 2017)
- Katten London Adds Employment Law Practice with Hiring of Christopher Hitchins (September 14, 2015)

Publications

Christopher Hitchins

Managing Partner (London)

- *The Katten Kattwalk* (Triannual) | Contributor
- The Impact of The Workers (Predictable Terms and Conditions) Act 2023 (September 27, 2023)
- Non-Competes: Movement on both sides of the Atlantic (August 10, 2023)
- The SMCR – is it fit for purpose? (February 3, 2023)
- Privacy, Data and Cybersecurity *Quick Bytes* | Issue 1 (January 17, 2023)
- Looking Ahead to 2023 (December 28, 2022)
- Deadline to Update New EU Standard Contractual Clauses Is Approaching (September 8, 2022)
- Living With COVID-19 – Practical Strategies for Managing Your Workforce in the UK (March 10, 2022)
- Spotlight on Requirement to Appoint an EU Data Protection Representative (November 30, 2021)
- The European Commission Implements New Standard Contractual Clauses (November 18, 2021)
- Key Data Protection Considerations for Companies Doing Business in the UK/EU (November 5, 2021)
- Don't Say 'the Unvaccinated' and Beware Mandatory Policies, Managing Partner Argues (August 10, 2021)
- Global Vaccination Policies: Do They Work for UK Law Firm Offices? (August 6, 2021)
- The Legality and Business Impact of Vaccine Passports in the UK (July 30, 2021)
- Employers' Next COVID-19 Conundrum: To Mandate Vaccination, or Not to Mandate Vaccination? (February 22, 2021)
- Employers' Next COVID-19 Conundrum: To Mandate Vaccination, or Not to Mandate Vaccination? | Published by *The National Law Review* (February 22, 2021)
- Don't Forget to Refresh Your Equality and Diversity Training Regularly (February 16, 2021)

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- Implementation of New Standard Contractual Clauses (February 10, 2021)
- Vaccinating Your Workforce: Katten's Top Tips for Employers (February 9, 2021)
- COVID-19 Vaccinations: Key Considerations for UK Employers (February 8, 2021)
- Data Protection Representatives and NIS Representatives (January 28, 2021)
- Key Areas of Change to Data Protection Laws Post-Brexit (January 14, 2021)
- New Tax Risks for Directors: Insolvent Companies and COVID-19 Fraud (August 25, 2020)
- Privacy Shield Shattered: Standard Contractual Clauses Survive Glancing Blow (July 24, 2020)
- Flexible Furlough – Top 10 Considerations and 30 Calculations for UK Employers (June 18, 2020)
- Coming Out of Lockdown — Employment Considerations for UK Offices: What to Expect in This Next Phase of "Business as Unusual" (June 11, 2020)
- The Coronavirus Job Retention Scheme (CJRS): Key Dates and FAQs (June 3, 2020)
- Creating a Safe Place to Work in the UK (May 13, 2020)
- Coming Out of Lockdown – Employment Considerations: What to Expect in This Next Phase of "Business Unusual" (May 7, 2020)
- IR35: Key Concerns Ahead of 6 April 2021 (April 29, 2020)
- Updates to the Furlough Scheme (As of 15 April 2020) (April 16, 2020)
- Quick Q&A: Handling Holiday During COVID-19 (April 3, 2020)
- Force Majeure: Friend or Foe Amidst COVID-19 (April 1, 2020)
- What Actually is a Furlough? Top Q&A (March 31, 2020)
- UK ICO Issues Guidance on COVID-19 Data Protection Considerations (March 27, 2020)

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- COVID-19: Katten's Latest UK Employment Law Q&A (March 24, 2020)
- COVID-19 Considerations for Employers (March 23, 2020)
- IR35 — Incoming Changes Present New Compliance Burdens for Employers (December 9, 2019)
- Bite in the Tail for British Airways and No Holiday for Marriott (July 15, 2019)
- Financial services: Are your staff fit and proper? Preparing for the extended SMCR (February 2019)
- One Year to Go Before SM&CR Applies to All FCA-Regulated Firms (December 10, 2018)
- Employment Matters – June 2018 (June 2018)
- Employment Matters – UK, Featuring Topics on Gender Pay Gaps, Termination Payments, Sexual Harassment, Compensation Limits, Pensions and Vento Bands (April 30, 2018)
- GDPR—One Month to Go: Considerations for US Asset Managers (April 25, 2018)
- Writing the Narrative of Your Gender Pay Gap Report (March 6, 2018)
- *Privacy Matters*, Featuring Data Flows (February 13, 2018) | *Co-Author*
- Employment Matters – UK, Featuring Topics on Sexual Harassment, Surveillance, Perceived Disability and Injury to Feelings Claims (February 8, 2018)
- Employment Matters – UK (December 20, 2017)
- *Privacy Matters*, Featuring a Processing Personal Data Checklist (December 19, 2017) | *Co-Author*
- What Happens When an Employee Rejects a TUPE Transfer (December 1, 2017)
- *Privacy Matters*, Featuring a Personal Data Checklist (November 28, 2017) | *Co-author*
- *Privacy Matters*, Featuring 10 Steps to GDPR Compliance (November 14, 2017) | *Co-Author*

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- An Irish Court Clouds the Future of EU Data Transfers: The Luck of the Model Clauses May Be Done (October 6, 2017)
- Employment Matters – UK (September 28, 2017)
- Employment Matters – UK (August 30, 2017)
- Employment Matters – UK (July 26, 2017)
- Employment Matters – UK (July 11, 2017)
- Employment Matters – UK (May 11, 2017)
- Employment Matters – UK (March 29, 2017)
- Employment Matters – UK (November 29, 2016)
- Employment Matters – UK (November 3, 2016)
- Employment Matters – UK (September 15, 2016)
- Employment Matters – UK (August 18, 2016)
- Employment Matters – UK (July 25, 2016)
- Employment Matters – UK (June 24, 2016)
- Employment Matters – UK (June 16, 2016)
- Employment Matters – UK (May 9, 2016)
- Employment Matters – UK (April 4, 2016)
- Employment Matters – UK (February 26, 2016)

Presentations and Events

- Key Changes in the UK HR Landscape: Be Ready For Your Board's Questions Before They Come (September 20, 2023) | *Presenter*