

Orlando Holloway

Call 2004

Telephone [020 7831 0222](tel:02078310222)

Email [\[email protected\]](#)



Orlando is an experienced practitioner specialising in Employment and Personal Injury. He represents clients in the Employment Tribunal, High Court and County Court and various appellate courts and is often commended for being approachable, pragmatic, and commercially minded. He has a particular focus on working collaboratively with professional and lay clients.

Orlando has, for a number of years, been ranked as a leading junior in The Legal 500.

Orlando is a contributor to Westlaw's Insight series and gives seminars and training on Employment and Personal Injury issues on a regular basis.

Employment Law

Orlando acts for both Claimants and Respondents in all areas of employment law representing a wide range of clients including individuals, charities, local authorities, FTSE 100 companies, banks, supermarkets, Transport for London and the NHS.

Orlando undertakes the whole spectrum of litigation in the Employment Tribunal and the Employment Appeal Tribunal. He is regularly instructed on complex multi-week discrimination claims and has particular experience of acting for Respondents to claims brought by litigants in person. Orlando also has extensive experience of judicial mediation in the employment tribunal.

Recent Employment Cases

- *Owen v Network Rail [2023] EAT 106* - Representing the Respondent in their defence of claims of sex discrimination at an 8 day trial then at the EAT in respect of the Claimant's appeal of that decision.
- *Limage v The Oil and Pipelines Agency (2023)* - Representing the Respondent in their defence of claims of disability discrimination at a 7 day trial.

- *L v M Ltd (2023)* - Representing the Respondent in their defence of claims of disability discrimination and unfair dismissal at a 5 day trial. The claim arose from allegations of the Claimant being in possession of indecent images of children.
- *Alom v The Financial Conduct Authority (2023)* - Representing the Respondent at the 6 day trial of claims of unfair dismissal, race discrimination, and sex discrimination (outcome awaited).
- *Wright v Brunel University (2022/2023)* - Representing the Respondent in their defence of claims of unfair dismissal and disability discrimination at a 10 day trial, and at the subsequent appeal to the EAT.
- *Kennedy v Spooner Industries Limited (2022/2023)* - Representing the Respondent in their defence of C's equal pay claim (including at a three day trial to determine the Respondent's material factor defence).
- *Afari and others v MAR Facilities Services (1) Transport for London (2) (2022)* - Representing TFL in their defence of claims arising from an alleged TUPE of staff after TFL's decision to bring the operation of the Woolwich Ferry inhouse.
- *Mohammed v Cummins (2021) – UKEAT/0039/20/00* - Representing the Respondent in their successful defence of claims of unfair dismissal and disability discrimination. The Respondent lost at first instance but successfully overturned that decision at the EAT.

Personal Injury Law

Orlando acts for Claimants and Defendants in all areas of multi-track personal injury work. He has a considerable experience of acting in cases involving road traffic accidents (including acting in cases where fundamental dishonesty is alleged) fraud, accidents at work, occupiers' liability, product liability and accidents on the Highway. Orlando's understanding of Employment Law is of considerable use in cases involving substantial schedules of loss and the question of 'disability' in an Ogden context.

Orlando has particular expertise in claims arising from accidents involving motorcycles and has contributed to Westlaw's Insight series on the subject.

In addition to advocacy at trial and interim hearings Orlando has a busy paperwork practice drafting pleadings and schedules, and advising on liability and quantum.

Orlando frequently undertakes work on a CFA basis.

Selected Personal Injury cases

O v T (1) U (2) - Representing the Claimant who suffered a spinal cord injury in a motorcycle accident. Orlando was involved throughout the liability and quantum dispute, resulting in a settlement for £1.7m at JSM in October 2023.

Q v P - Representing the Claimant in a PI claim that settled for £2.5m (at a second JSM). The Claimant was a motorcyclist who developed compartment syndrome, DVT, and then post thrombotic syndrome after he fractured his leg in an accident. The case turned on whether it would be beneficial for the Claimant to have an above knee amputation or whether the usual benefits would be negated by the Claimant's post thrombotic syndrome.

Re P v CICAP - Acting for a teenaged applicant before the Criminal Injuries Compensation Appeals Panel. P had sustained severe brain damage at the age of 6 weeks when being cared for by her father. After a series of hearings the CICAP accepted

that P had been the victim of crime (contradicting the decision made by the police at the time the injury was sustained) and she therefore succeeded in obtaining compensation under the scheme (it being anticipated that she would receive the maximum award of £500,000).

Clinical Negligence Law

Orlando undertakes Clinical Negligence work on behalf of Claimants and Defendants (whether individual practitioners or NHS Trusts). In addition to appearing in court, Orlando is happy drafting pleadings, advising on prospects all elements of a case, as well as representing clients at Joint Settlement Meetings and Mediations.

Inquests

Orlando appears in inquests on behalf of a range of interested parties. His experience of Clinical Negligence and Employment work leaves him particularly well placed to appear in inquests involving death at work or in a clinical context.

Selected cases

- *Lozaique v Tesco Stores Ltd* UKEAT/0261/18/LA - Representing the Respondent in the EAT responding to the Claimant's appeal against the Tribunal's finding that the Claimant's longstanding overtime rate for guaranteed overtime had been amended by collective bargaining agreements incorporated into his contract of employment.
- *Q v P* - Representing the Claimant in a PI claim that settled for £2.5m (at a second JSM). The Claimant was a motorcyclist who developed compartment syndrome, DVT, and then post thrombotic syndrome after he fractured his leg in an accident. The case turned on whether it would be beneficial for the Claimant to have an above knee amputation or whether the usual benefits would be negated by the Claimant's post thrombotic syndrome.
- *K v S* (2018) - Representing the Respondent at a 10 day Employment Tribunal hearing of C's claims under the Equality Act (Disability, Race, and Religion) and Constructive Unfair Dismissal. The trial was complicated by a number of adjustments required by C as a result of her disability.
- *Re S* - Representing an NHS Foundation Trust at a 6 week inquest into the death of a prison inmate as a result of various acts of deliberate self-harm. Orlando's client was responsible for the provision of mental health services at the prison in question.
- *Drake v Ipsos Mori Ltd* [2012] I.R.L.R 973 - Representing the Respondent in the EAT responding to an appeal against the Tribunal's finding that the Claimant was not an employee. The case turned on whether there was mutuality of obligation where a contract was terminable at will.
- *Re P v CICAP* - Acting for a teenaged applicant before the Criminal Injuries Compensation Appeals Panel.
- P had sustained severe brain damage at the age of 6 weeks when being cared for by her father. After a series of hearings the CICAP accepted that P had been the victim of crime (contradicting the decision made by the police at the time the injury was sustained) and she therefore succeeded in obtaining compensation under the scheme (it being anticipated that she would receive the maximum award of £500,000).
- *Mitie v Imbrahim* UKEAT/0067/10/ZT - Advising and representing Mitie in their successful appeal of the tribunal's

decision at first instance that there had been a dismissal of a security officer as a result of a lapse in time between the offer of work following an earlier client request for removal from site.

- *Austin v Tesco Stores Ltd* UKEAT/0022/09/MAA - Representing the Respondent in an appeal against the employment tribunal's finding that A's dismissal had been fair notwithstanding some procedural irregularities.

Memberships

- Personal Injury Bar Association
- Employment Lawyers Association
- Employment Law Bar Association

Education

- 2004 Bar Vocational Course
- 2003 Exeter University LLB