

**CITY OF LONDON LAW SOCIETY**

**EMPLOYMENT LAW COMMITTEE**

**MINUTES OF MEETING HELD AT THE OFFICES OF  
FARRER & CO, 66 LINCOLN INN FIELDS, LONDON WC2A 3LH**

**10<sup>th</sup> December 2008 at 12:45 p.m.**

**In attendance:**

Raymond Jeffers (Chairman)	Linklaters
Elaine Aarons (Vice Chairman)	Withers
Catherine Brearley	Stephenson Harwood
Alan Julyan	Speechly Bircham
Julian Roskill	Mayer Brown International
Elizabeth Adams	Beachcrofts
Helga Breen	Lawrence Graham
John Farr	Herbert Smith
Anthony Fincham	CMS Cameron McKenna
Paul Griffin	Norton Rose
Jane Mann	Fox Williams
Mark Mansell	Allen & Overy
Oliver Brettle	White & Case
William Dawson	Farrers
Ian Hunter	Bird & Bird
Laurence Rees	Reed Smith

**Absent with Apologies:**

Gary Freer (Secretary)	
Charles Wynn Evans	Dechert
David Harper	Lovells

**1. Apologies for absence**

These were received as noted above.

**2. Minutes of Meeting and Matters Arising**

These were approved.

**3. New Cases**

Julian mentioned that the decision in *Brown and McIlroy v Cathay Pacific Airways Ltd* (Watford Employment Tribunal) had now been published. In short, the case concerned pilots employed to work on aircraft registered in Hong Kong and owned by a company also registered in Hong Kong. The pilots complained of age discrimination because they had a

retirement age of 55. The Tribunal held it did not have jurisdiction under the Employment Equality (Age) Regulations 2006 because neither complainant was employed at an establishment in Great Britain see Regulations 2006 because neither complainant was employed at an establishment in Great Britain see Regulation 10 (3) (b). A copy of the Judgment is available from the Secretary.

**4. Next Meeting**

18th March (venue to be confirmed)