

'Practical jokes' in the workplace - where is the boundary between employer's liability and vicarious liability?

Thursday, 10 March 2022
12:00 - 13:00

This webinar, presented by exception speaker and barrister Theo Huckle QC will briefly review the state of the law on vicarious liability and seek to cover what the Court of Appeal decision in *Chell v Tarmac Cement and Lime Ltd* [2022] means - and where the law may develop from here as to:

The interrelationship between employer's liability and vicarious liability

'Horseplay' and 'practical jokes' in the modern workplace - time for a review?

When does an employer have a duty to act when on notice as to 'tensions in the work-



Theo Huckle QC is in sole practice but remains an Associate Member of Doughty Street as well as door tenant in Cardiff, Birmingham and Southampton.

He was a member of the Welsh Government as the Counsel General for Wales during 2011-2016, a non-elected but ministerial level appointment as the senior advising lawyer to the government. In 2012 Theo was elected a Bencher of Lincoln's Inn, and he was appointed a Visiting Professor of Law at King's College London in 2016.

During his term of office as Counsel General he maintained his common law practice with the agreement of the First Minister of Wales, and is now pleased to return to practice full time and be developing his legal interests further as a member of DSC. His time as a Law Officer has given Theo a highly strategic approach to complex dispute resolution and team leadership.

2016-17 has proved been a busy year for Theo. With the move out of Government, he took over as General Editor of the Butterworths' Personal Injury Litigation Service (having previously edited and overseen the full rewriting of the primary Division I), co-wrote Apil's Guide to Noise Claims (Jordans), took over as Head of Team at Doughty Street and accepted the Visiting Professorship. He has also been a regular contributor to Munkman on Employer's Liability (LexisNexis Butterworths) and Occupational Illness Litigation (Thomson Sweet & Maxwell). He co-wrote Butterworths' original practice manual on the new system for Periodical Payments and has now been asked to lead an update to review the system 10 years on. He was Times Lawyer of the Week at the end of 2016, and shortlisted as Claimant PI Lawyer of the Year 2017 at the recent national PI Awards.

Theo is also pleased to have been recently invited to become a non-executive board member and trustee of both JUSTICE and Welsh Rowing (he continues to be an enthusiastic sculler) after a long career being at best reasonably competent in a variety of sports.

Theo particularly likes to work digitally/electronically and is pleased to accept instructions entirely free of paper(!). He has a particular expertise in complex spreadsheet quantum analysis and presentation. He believes that seriously injured clients should always be visited by counsel in their homes if possible, and that experts should always be firmly tested in consultation before finalising their reports. If expected to present and argue a schedule of loss in high value cases, he wants to know it inside out and preferably have drafted it himself, or advised in detail upon it before service in its final version.

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