

Satinder Gill

Called: 1991
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"Satinder is a genuine expert in business immigration. He combines an excellent knowledge of immigration law with a practical and commercial approach."

The Legal 500 UK 2023



PROFILE

Satinder is joint head of the Business Immigration and Regulatory Team with Ian Wright. He is described in the Legal 500 as a business immigration expert and works closely with his solicitors on significant inward investment and migration projects.

Satinder works closely with his solicitors for employers and education providers on all aspects of business immigration, including global corporate immigration planning, sponsor licensing, applications under the Points Based System and employer's liability in the prevention of illegal working. His employer clients range from blue chip companies, professional sports clubs and universities to start ups new to the UK.

EXPERTISE

Business Immigration

Satinder works for businesses and education providers investing into the UK, including global corporates, professional sports clubs, UK and international universities, professional service providers, investors and senior executives.

Satinder is regularly instructed on project work, including under Tiers 1 and 2 of the PBS and in sponsor licensing.

He presents seminars on business immigration nationally and is a regular speaker at the annual MBL business immigration conference. Satinder is on the consultation board for PLC's business immigration content and has posted recent webinars for Lexis Nexis and PLC on the UK's future immigration system and on Brexit and Appendix EU.

Recent work:

- Satinder worked as lead counsel on an emergency project for an international medical school that relocated to the UK following a natural disaster. Satinder worked closely with the UK and overseas legal team and with senior Home Office officials to support the relocation of c.700 students and staff to the UK and to support their stay for the academic year and ensured continuity of education.
- Satinder supported an international make up business and its artists at London Fashion Week.
- Satinder is currently supporting a large Europe wide employer to prepare for Brexit by supporting its large EEA workforce to obtain status under the Settled Status scheme.

Employment

Satinder is experienced in all areas of employment law, including:

- Unfair and wrongful dismissal
- TUPE
- Breach of Contract
- Restrictive Covenants
- Working Time Regulations
- Victimisation
- Redundancy (individual and collective)
- All types of discrimination, including: sex, race, pregnancy, sexual orientation, religion or belief, age, and disability.

FURTHER INFO

Directory Quote



“Satinder is a genuine expert in business immigration. He combines an excellent knowledge of immigration law with a practical and commercial approach.”

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“Truly an expert in business immigration with particular strengths in providing an in-depth insight into the subject matter while relating to the client with a commercial approach to problem solving.”

The Legal 500 UK 2021

"He is a first port of call on all complex and sensitive immigration questions."

The Legal 500 UK 2020

"He has good client skills – he is calm, knowledgeable and supportive."

The Legal 500 UK 2019

"Highly recommended for applications under the points-based system."

The Legal 500 UK 2017

"He has impressive expertise in business immigration."

The Legal 500 UK 2016

"A business immigration expert."

The Legal 500 UK 2015

Public Access

Satinder Gill also accepts Public Access instructions and regularly advises HR directors and senior executives under the Scheme.

Seminars and Training

- An Introduction to Business Immigration
- Business Immigration 2016 Conference

Social Media

LinkedIn

Professional Memberships

Employment Lawyers Association, Bar Pro Bono Unit

Languages

Punjabi, basic Hindi and French.

Qualifications

LLB Manchester

Important Cases

Adama and Partnerships in Care Ltd [2014] UKEAT 0047/14/1206

The ET found a dismissal fair following a concession by the claimant, a nurse, that had he used excessive force in restraining a patient, such conduct merited dismissal. The claimant appealed on the ground that the ET had not itself reached a conclusion that the sanction was a fair one. The EAT found that the ET had failed to expressly make such a finding and that there was no room to infer the same from its other conclusions. Question of remedy remitted to a fresh tribunal, but on basis that ET's findings as to other aspects of the dismissal remained intact.

Sanders and Newham Sixth Form College [2014] EWCA Civ 734

Claim by a teacher for disability discrimination by failure to make reasonable adjustments. First appeal to consider the guidance in the EAT decisions in Ashton and Rowan, which the Court of Appeal endorsed.

Okoro and Taylor Woodrow [EWCA] Civ 1590 [2013] ICR 580

In a tripartite arrangement between contract workers, employment agencies and an end user, the contract workers complained that the end user's ban against them working on its sites was an act extending over a period under section 68(7) of the RRA 1976.

The Court found that the end user's conduct did not extend beyond the last instance on which the ban was invoked as there was no on-going relationship between the parties.

McCabe and Cornwall County Council [2002] EWCA Civ 1887 [2003] IRLR 87

Claim for damages against the employer for personal injury caused negligently or in breach of the implied term as to trust and confidence, in circumstances ultimately leading to dismissal – scope of such a claim in the light of Johnson and Unisys Ltd. The case went on further appeal to the House of Lords with Eastwood and Magnox Electric plc [2004] ICR 1064.

Virk and Gan Life Holdings plc [2000] Lloyd's Rep IR 159 CA

Claim on an insurance policy for critical illness payment. A limitation issue arose. The insurance policy provided for a condition precedent to liability, so that it was not a classical indemnity contract.

Rafiq and Secretary of State for the Home Department [1998] Imm AR 193 CA

The Secretary of State could revoke a decision to grant indefinite leave to remain in the UK provided that it had not been communicated to the applicant under Section 4(1) of the Immigration Act 1971.