

## ***Thomas Miles*** ***Director/Head of Legal***



Thomas is designated as Head of 3HR's Legal Practice. He supervises 3HR's commercial, employment, HR and immigration work.

His legal experience encompasses both contentious and non-contentious practice and he has appeared in courts and tribunals on numerous occasions. He has previously successfully acted in a number of significant cases, including for an international medical equipment corporation in defence of a negligence/product liability claim by an NHS Trust and has also obtained payment of numerous disputed debts from a wide range of commercial sectors.

Thomas also acts for companies in respect of their employment matters, including defence of clients in the Employment Tribunal in respect of unfair dismissal, discrimination and breach of contract, as well as negotiating suitable settlements. His non-contentious work includes advising on restructures and preparing contracts and policies.

Thomas has acted for charities and public sector bodies as well as a large number of international corporations. His corporate clients have instructed him from a variety of sectors, ranging through manufacturing and wholesaling to medical technology and professional services. His clients have been of all different sizes, from SMEs to American, French, Chinese, Japanese and Korean multi-nationals. He appreciates the different considerations, both legal and commercial, that apply to his clients.

He is happy to meet clients at their place of business when necessary, enjoying the opportunity to gain a true understanding of the client's needs and the commercial reality in which they have to work. Thomas is aware that business practicalities may have just as significant an impact on decision making as the law itself. Thomas is always keen to take a hands-on approach to assist clients to a successful conclusion.