




St Philips

BARRISTERS

CV of Alexander MacMillan

Call: 2015

 +44 (0) 121 246 7015

 employment@st-philips.com

 commercial@st-philips.com



Alexander MacMillan

Call: 2015

Specialises in:

- Employment



Practice Overview

An employment specialist with extensive experience in complex employment and related commercial disputes. Alexander's practice encompasses the full spectrum of employment law, with a particular focus on discrimination, whistleblowing, TUPE, and cross-border issues.

He is regularly instructed in high-value and sensitive matters for both Claimants and Respondents, including major financial institutions, retailers, manufacturers, and local authorities. This balanced practice provides a distinct tactical advantage in negotiation and litigation.

Alexander is comfortable in the appellate courts, with significant recent experience in the EAT, High Court, and Court of Appeal. He is also accredited to accept Public Access instructions.

- All forms of discrimination claim and defence
- Complex whistleblowing claims
- Unfair and wrongful dismissal
- TUPE, including outsourcing and insolvency scenarios
- Holiday pay and Working Time Regulations
- Breach of contract and restrictive covenants
- Cross-border disputes and conflict of laws
- Appeals (EAT and Court of Appeal)
- Interim relief and strike-out applications

Recent & Notable cases

- ***John Lowe v Keble Heath Construction Limited (2025 hearing) 1301828/2023*** successfully defended claims of automatic unfair dismissal and whistleblowing detriment: withdrawal of all claims following the conclusion of the Claimant's evidence.
- ***F. Manshausen v IMI Precision Engineering Ltd (2024 hearing) 1301744/2022*** Successfully represented the Claimant in a 7-day disability discrimination and victimisation claim concerning detrimental treatment of an employee during and after sickness absence for cancer treatment.
- ***Z v HRS Family Law Solicitors Ltd (2024) 1301745/2023*** Acted for the Respondent law firm in a sensitive disability discrimination claim arising from the performance management of a solicitor suffering from alcoholism.
- ***Adjei-Dawkins v Halfords (2023) 3300349/2021*** Defended the national retailer in a 7-day race harassment claim.
- ***Austin v Kingspan (2023) 1307462/2020*** Represented the Claimant in a 5-day disability discrimination and unfair dismissal hearing against a major manufacturing company.
- ***Boggs v Warrington & Halton Hospitals Foundation & Anor (2023)*** Achieved a successful outcome for a Public Direct Access client in a complex 11-day disability discrimination claim against an NHS Foundation Trust.
- ***McPherson & Wayt v Boots (2022) 2603512/2020 and 2603521/2020***: Successfully represented both Claimants against the national retailer in an 8-day constructive unfair redundancy dismissal claim. The case involved a large-scale management reorganisation and established that the imposition of unmanageable new roles amounted to a repudiatory breach of contract.
- ***Hare Wines Ltd v Kaur & Anor [2019] EWCA Civ 216*** Represented the successful Claimant at first instance, in the EAT, and in the Court of Appeal in a key case concerning the proper application of the TUPE 'sole or principal reason' test.

Appointments and Memberships

- Employment Lawyers Association
- ELIPS
- The Honourable Society of Lincoln's Inn

Education & Languages

- PhD in Modern Languages (French and Italian), University of Cambridge
- MPhil European Literature, University of Cambridge
- LLB (Graduate Diploma in Law), University of Law
- BPTC, City Law School
- BA English Language & Literature, University College London
- **Languages:** Fluent in French and Italian; conversational German and Dutch

Prior experience

- Permanent Delegation of Japan to the OECD
- Advocacy Advisor, AIDS Law Unit, Legal Assistance Centre, Namibia
- Academic Supervisor during postgraduate studies, Trinity College Cambridge.

Recent testimonial

"Alex provided clear, pragmatic advice that helped us navigate a very tricky TUPE situation. His strategic approach made all the difference."

—HR Director, National Logistics Company