



Sabrina Saxena

Partner

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Dubai International Financial Centre, United Arab Emirates

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Biography

Sabrina is a UK-qualified senior lawyer within the Employment & Incentives practice. She advises clients on contentious and non-contentious employment law matters in the UAE, onshore and within the various free zones, including the Dubai International Financial Centre (DIFC) and Abu Dhabi Global Market (ADGM). In addition to the UAE, Sabrina takes the lead on employment law matters in Oman.

Sabrina regularly advises foreign and local companies on all aspects of employment law in the UAE and Oman ranging from recruitment, drafting and advising on employment contracts, company policies and procedures, equity awards and incentive plans, company restructures including mergers and acquisitions, end of service payments, pensions, as well as employment-related litigation. She has successfully represented a number of clients at the DIFC Small Claims Tribunal and at the ADGM Court as well as at the onshore UAE Labour Court.

Sabrina has a particular focus on workplace investigations including allegations relating to discrimination, harassment, misconduct as well as protected disclosures and whistleblowing. She has significant experience in supporting clients undertaking complex and sensitive investigations both internally and as an external independent investigator. In addition, she regularly assists clients with the data protection rights and obligations, the protection of confidential information and the enforcement of post termination restrictions in the UAE and Oman.

Sabrina holds a second degree in Pharmacology and is experienced in providing tailored advice to healthcare and pharmaceutical clients. She is a member of the Al Tamimi Healthcare, Hospitality and Financial Services practices and regularly provides training sessions and seminars on employment and immigration issues for clients in the Middle East.

Recent experience

- Assisting a global computer security software company in respect of a large scale restructuring exercise including providing legal and commercial advice as to the redundancy and restructure process.
- Undertaking an assessment of a leading healthcare provider's UAE operations as part of an international HR compliance review and risk analysis exercise and providing a comprehensive report and guidance on risks and potential sanctions in any areas of non-compliance.
- Successfully representing a global asset management company in an employment dispute brought by an employee before the Small Claims Tribunal at the DIFC Courts.
- Assisting a leading global payments and technology company with a complex multijurisdictional internal investigation into allegations of sexual harassment in respect of one of its senior employees.
- Advising a global financial institution on the implications of a dual contract arrangement between the

DIFC and Oman.

- Advising a multinational pharmaceutical corporation in respect of its obligations pursuant to the relevant UAE pension legislation, providing practical advice as to areas of non-compliance including available options and recommendations to mitigate financial penalties and other sanctions being imposed.

Languages

- English

Education

2011 - *Legal Practice Course (LLB)*, University of Law

2010 - *Graduate Diploma in Law*, University of Law

2009 - *Pharmacology (BSc)*, King College London

Admission

2016 - Solicitor of the Supreme Court of England and Wales

Practices

- Employment and Incentives

Sectors

- Healthcare and Life Sciences
- Hotels and Leisure
- Financial Services