

Liam O'Shaughnessy

Year of Call: 2024

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Overview

Liam O'Shaughnessy is a pupil barrister specialising in employment and discrimination. He started his twelve-month pupillage with 3PB in April 2025 and is based from their Winchester office. He transferred across to the Bar having worked as a senior HR professional for over 25 years, specialising in employment law and disputes.

Liam has marshalled with the President of the Employment Appeal Tribunal, Mrs Justice Eady and completed his law degree and BVS studies part-time whilst working.

Liam has held director-level HR roles over the last 25 years and has worked for major UK organisations such as the AA, Gatwick Airport, Carnival PLC (P&O Cruises and Cunard Line), Barclays, British Airways, the Civil Service and the Metropolitan Police. He has also acted as a consultant to organisations including Birmingham City Council and Stagecoach Group. His extensive in-house experience has seen Liam develop expertise across all areas of employment and wider HR matters such as stakeholder management and regulatory compliance as well as legal services delivery. Liam understands well the legal needs of both private and public sector employers.

Liam has advised on all aspects of employment law including discrimination issues and employment status as well as advising on the people aspects of addressing a potential equal pay liability. He has managed bulk tribunal litigation, union negotiations, negotiated and created exit packages for senior employees, managed high risk tribunal cases with counsel, drafted employment contracts and policies, and provided support and assistance on large-scale redundancy exercises. He has led the creation of HR aspects of bid proposals for major companies bidding for contracts in the rail transport sector.

Liam also has excellent experience in handling very sensitive investigations and whistleblowing complaints. Notably, he has advised extensively on very high-profile collective employee relations issues and settlement. He has worked as part of a team resolving industrial disputes, including at ACAS, and is a practical and pragmatic negotiator.

He has managed litigation to Court of Appeal level, giving him valuable insight into the operation of the Employment Appeal Tribunal and the Court of Appeal. He spent three years as an employer member of the Central Arbitration Committee (CAC), appointed by the Secretary of State. He also spent three years as a lay member of the Fitness to Practice Panel of the General Medical Council (GMC).

Outside of work, Liam enjoys rugby union, working on vintage computers and railway travel.

Academic qualifications

- BVS, City, University of London - Distinction
- LLM Employment Law, Kingston University, London - Distinction
- MSc Human Resources, London South Bank University

- Postgraduate Diploma, Human Resource Management, University of East London
- LLB(Hons) Law, University of London
- Certificate in Education (CertEd), University of Greenwich

Scholarships

- Certificate of Honour, Honourable Society of the Middle Temple
- Dean's Certificate of Excellence in Labour Law, University of London
- Ron Shepherd Trust Award, University of East London

Professional qualifications & appointments

- Registered Test User, Occupational Personality and Ability, British Psychological Society (BPS)
- Crisis Leadership Qualification, Cabinet Office Emergency Planning College

Professional bodies

- Chartered Fellow, Chartered Institute of Personnel and Development (CIPD)
- Fellow of the Royal Society for the encouragement of Arts, Manufactures and Commerce (RSA)