MALTIN **PR**

MANAGING REPUTATION RISK IN EMPLOYMENT DISPUTES

"Their team is tremendously hard-working and extremely creative. They will turn over any stone to get to the solution."

ABOUT MALTIN PR

Maltin PR is an award-winning and internationally recognised London-based legal and litigation communications firm specialising in legal PR, litigation PR, litigation support, crisis communications and reputation management.

We ensure that every aspect of your client's reputation is managed, and every potential advantage explored. Our work extends beyond the courtroom to encompass complex public and political considerations. MPR applies its problem-solving abilities to provide bespoke communications solutions to legal issues across multiple jurisdictions, countries and languages.

We understand the realities of the modern media and digital landscape, the rigours of the law and the need to deliver results.

Based at 37 Kingsway in the heart of legal London, the team comprises a mix of qualified lawyers (solicitors and barristers), former senior award-winning journalists from media organisations including the BBC and national newspapers, marketing and PR experts, and experienced copywriters. It also includes individuals drawn strategically from specialist corporate communications backgrounds, business, public affairs, law enforcement and elsewhere. The composition of our team ensures a sophisticated understanding of the media landscape, the law, and the architecture of complex civil and criminal litigation.

The Firm is ranked in Band 1 for Litigation PR and Communications in the UK Chambers Litigation Support Guide 2025 and is also ranked for Litigation PR and Communications in the Chambers Global Guide.

The Guide notes that we will "always take the most direct and sensible approach to further the client's interests – they're very focused on the client. They are also good at giving practical advice."

One source tells Chambers: "I'm incredibly impressed with their commitment, free thinking, attention to detail and professionalism."

Maltin PR was founded 18 years ago by Tim Maltin, who is recognised as a 'Top Flight' reputation manager in the Spear's 500 Guide and was recently listed as one of the top five Crisis Communications experts in London.

2026 Chambers Top Ranked Litigation Support Maltin PR

Reputation Managers Spear's 500 Top Flight 2026

Top Tier Provider Legal500 Disputes Services 2026

100 Global Leaders in Legal Strategy & Consulting Lawdragon 2026

Featured in the Tatler Address Book Advisory

INTRODUCTION

Employment disputes present significant reputation risk for organisations, boards and senior executives. Allegations involving discrimination, whistleblowing, harassment, bullying, workplace culture, misconduct or the departure of senior individuals can quickly create scrutiny beyond the confines of the legal process.

In some matters, that scrutiny remains internal. In others, it extends to employees, regulators, investors, commercial counterparties and the media, particularly where the allegations are serious, the individuals involved are high-profile, or the issues engage wider questions of governance and culture.

For organisations and their advisers, these matters often generate parallel pressures at an early stage, including during internal complaints, investigations, grievance processes, negotiated exits and, where matters proceed further, Employment Tribunal litigation. The central challenge is that reputational damage can arise before facts are established or legal issues are determined. Allegations may affect workforce confidence, leadership credibility, client relationships and broader stakeholder trust, while also increasing pressure on decision-makers at sensitive moments.

This requires a reputation management approach that is closely aligned with legal strategy. Poorly judged internal or external messaging can alienate stakeholders, complicate investigations, prejudice procedural fairness, undermine settlement discussions or create material that later becomes relevant to the dispute. Conversely, disciplined and legally informed communications can help organisations maintain confidence and stability while the underlying issues are addressed through the proper process.

Maltin PR advises companies, boards and senior executives on the adverse publicity that arise in sensitive employment matters. We work alongside employment counsel to ensure media, communications and stakeholder strategy supports the client's legal objectives and wider business interests.

COMMUNICATIONS CONSIDERATIONS IN EMPLOYMENT DISPUTES

These processes are governed by employment law and principles of procedural fairness, but the surrounding communications environment shapes how allegations are understood in real time. Communications must therefore be tightly controlled and aligned to the relevant legal or procedural route, protecting the integrity of the process while maintaining operational stability and stakeholder confidence.

Employment disputes do not operate in isolation from the business. While they proceed through formal legal or procedural routes, they can simultaneously disrupt operations, strain commercial relationships and create uncertainty across the organisation. Workforce confidence, client mandates, investor sentiment and regulatory relationships may all be affected before any findings are made.

WHISTLEBLOWING AND PROTECTED DISCLOSURES

Allegations involving protected disclosures present distinct legal and reputational challenges. Even where the underlying allegations are contested, the existence of a whistleblowing claim may attract public scrutiny. In many cases, such allegations cut to the core of the business model, operational practices or customer relationships, increasing their potential impact. Organisations should ensure that internal and external communications do not give rise to allegations of retaliation or detriment, while maintaining appropriate confidence among employees and external stakeholders.

EXECUTIVE EXITS AND SENIOR LEADERSHIP DISPUTES

Disputes involving senior executives or board-level individuals often carry wider governance implications. Negotiated departures and settlement agreements may take place alongside scrutiny from employees and commercial partners. Communications in these circumstances must preserve confidentiality and maintain confidence in the stability of leadership. Communication and stakeholder engagement varies across business type ownership structure and regulatory environment.

EMPLOYMENT TRIBUNAL PROCEEDINGS

Where disputes progress to the Employment Tribunal, claims, witness evidence and judgments may enter the public domain through open hearings and published decisions. In matters involving serious allegations or well-known organisations, tribunal proceedings can therefore attract media attention and wider stakeholder scrutiny. For example, Court reporters monitor the Employment Tribunal's website searching for daily hearing listings.

In these circumstances, disciplined communications, aligned with legal strategy, guide organisational response while the dispute proceeds through the formal legal process.

INTERNAL INVESTIGATIONS

Many disputes originate from internal complaints alleging misconduct, discrimination, harassment or broader workplace culture concerns. During this stage organisations must preserve the integrity and confidentiality of the investigative process while managing internal speculation and workforce confidence. Communications, if required, must be carefully controlled to avoid prejudicing the investigation, compromising procedural fairness or creating records that may later become disclosable in litigation or tribunal proceedings.

OUR APPROACH

Our role is to support legal counsel and executive leadership in managing reputational risk and rehabilitating eroded stakeholder trust during employment disputes. We work with legal teams to ensure communications remain disciplined, proportionate and closely aligned with the client's legal and commercial strategy

LEGAL ALIGNMENT

The starting point for any communications strategy is a clear understanding of the legal framework and the client's objectives. Employment disputes frequently involve complex issues including protected disclosures, discrimination allegations, senior executive departures and internal investigations. We work closely with legal counsel to ensure communications reinforce the client's legal position and avoid statements that could prejudice proceedings, undermine negotiations or create material that may later become relevant to the dispute.

STAKEHOLDER AND LEADERSHIP CONSIDERATIONS

Disputes involving senior individuals or sensitive allegations may also attract scrutiny from investors, regulators, clients and commercial partners. We assist organisations in anticipating stakeholder concerns and developing disciplined communications that support leadership stability while the legal process runs its course.

Through close coordination with legal advisers and a clear understanding of stakeholder dynamics, Maltin PR helps organisations manage employment disputes in a manner that protects both the legal position and the organisation's broader reputation.

EXTERNAL AND MEDIA RISK

Allegations involving whistleblowing, discrimination, harassment or wider workplace culture issues can attract media scrutiny, particularly where senior executives or well-known organisations are involved. In many cases, the legal process itself can generate public exposure. Employment Tribunal proceedings in the UK are generally public, hearings are open to the press, and key documents—including claims, responses and judgments, may become publicly accessible. Journalists frequently monitor new filings and listings, meaning disputes can attract attention at an early stage.

We support clients in anticipating these risks by analysing what information may enter the public domain through the legal process and how this may shape media interest. Our team prepares clear, legally aligned messaging and advises on engagement with journalists where appropriate, ensuring external communications remain disciplined and consistent with the client's legal position while limiting commentary that could complicate ongoing proceedings or negotiations.

INTERNAL COMMUNICATIONS

Employment disputes frequently create internal uncertainty. Allegations concerning workplace conduct or senior leadership can generate speculation among employees and raise wider questions about organisational culture. We help organisations manage internal communications carefully, enabling leadership to address concerns while preserving the integrity of investigations and legal processes.

HIGH PROFILE GLOBAL MEDIA AND TECHNOLOGY BUSINESS FACING EMPLOYMENT CLAIM FROM EX-EMPLOYEES

Maltin PR advises a high-profile global technology company facing a large, highly publicised employment claim had contributed to significant share price movement in the parent company and fuelled speculation around business performance and leadership stability.

We were retained to take control of a fast-moving narrative. Working closely with the C-suite and its US-listed parent, we developed a strategy to stabilise coverage, counter misinformation and align communications with the legal process. This includes real-time media monitoring, rapid-response statements, proactive background briefings and coordinated internal communications across the business.

We also support leadership engagement with political stakeholders, preparing senior executives for meetings with MPs and advisers, and operate at the centre of decision-making, including attendance at tribunal hearings to brief media and ensure accurate reporting.

US-HEADQUARTERED CONSULTING BUSINESS FACING A WHISTLEBLOWING-RELATED EMPLOYMENT CLAIM

We act for a consultancy facing an employment claim in the UK from a former senior leader. That person accused the business of malpractice and made a claim for wrongful dismissal as a whistleblower. The business has a large client base including many household names. Accordingly, the claim presented a significant reputational risk to our client.

We worked closely with the client at the outset to develop critical internal and external communications around the claim. This included producing a range of different messaging for internal and external stakeholders (including the board, employees, and clients) for a range of different outcomes. These were to be activated immediately when triggered by our 24/7 media monitoring. We worked very closely with the CEO, General Counsel, and Head of Communications at the company on a daily basis to develop strategy and align internal governance dynamics. We devised a clear sign off process for all communications.

Our team attended relevant hearings, worked alongside the legal teams to prepare press briefs and provided regular media monitoring of reporting about the claim. A watertight approach to media monitoring and reactive communications has been essential for this client in mitigating major commercial damage to its business. The strategy has been successful in preventing this damage and enabling the board to confidently defend the whistleblowing claim. The client has retained us going forward for additional claims that have resulted from this matter.

OUR TEAM

TIM MALTIN
MANAGING PARTNER

CLIVE COLEMAN
SENIOR PARTNER

ARTHUR MALTIN
SENIOR PARTNER

KATRYNNA UY
GENERAL COUNSEL

JIM DONALDSON
NON-EXEC CHAIR

CHRIS GIDIZ
SENIOR PARTNER, U.S.

SOPHIE GREEN
PARTNER

GAETAN PORTAL
PARTNER

GAVIN LUNNING
PARTNER, HEAD OF REPUTATION

REBECCA COFFEE
HEAD OF OPERATIONS

JAMES LYNCH
PARTNER

RORY FITZGERALD
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ALEX BERRY
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ANDREW FREEDMAN
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STEPHEN BATEMAN
PARTNER

JOSH BLOCK
SENIOR PARTNER, U.S.

OUR TEAM

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SENIOR PARTNER

ADRIAN PEPPER
HEAD OF PUBLIC AFFAIRS

ISOBEL HELME
ACCOUNT DIRECTOR

LIAM GORMAN
TECHNICAL DIRECTOR

ADAM BAHRAMI
MANAGING ASSOCIATE, HEAD OF ENERGY

NICK CONNOR
ASSOCIATE DIRECTOR

MARLEY WARD
ASSOCIATE DIRECTOR

BARNABY SCUDDS
ASSOCIATE DIRECTOR

LEA RAFAYOVA
SENIOR ACCOUNT MANAGER

DAN ARTHUR
ACCOUNT DIRECTOR

TOM DANIELS
ACCOUNT DIRECTOR

MAVERICK FREEDLANDER
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OLIVER LAURENCE
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HEAD OF DEFENCE & SECURITY

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HEATHER PARAYRE
ACCOUNT EXECUTIVE

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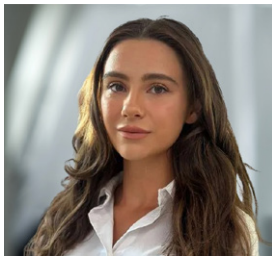
ACCOUNT EXECUTIVE

EMMA LINDSEY
ASSOCIATE

SAVANNAH SOTTAK
ASSOCIATE

MACY KAY
DIGITAL CREATIVE



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RACHEL OCHSNER
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SHANE SOMMERS
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ERICK MULLEN
SENIOR ADVISOR

ALICE PALSER
OPERATIONS ASSISTANT

SOPHIA FLANN
ADMINISTRATOR

SARAH JEFFERY
FINANCE ASSISTANT

JONATHAN HARTLEY
MEDIA CONSULTANT

VICKY MCGUIRE
MEDIA TRAINER

ALASTAIR MITCHELL
DIRECTORIES ASSOCIATE

FEES & REPORTING

Every situation varies in duration and breadth of support required. Maltin is flexible in how we structure our fees, to best meet the needs of our clients. Our hourly rates for litigation PR services are set out below.

Ordinarily, we recommend Maltin charges fees on a per hour 'taxi meter' basis, supported by a cost estimate breakdown for the project. Maltin will field a senor lead team tailored to client needs.

Managing Partner	£600 per hour
Senior Partners	£500 per hour
Partners	£450 per hour
Managing Associates	£375 per hour
Account Directors	£350 per hour
Senior Account Managers	£275 per hour
Account Managers	£225 per hour
Senior Account Executives	£180 per hour
Account Executives / Copywriters	£165 per hour

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Top Tier Provider Legal500 Disputes Services 2026

100 Global Leaders in Legal Strategy & Consulting Lawdragon 2026

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