



RICHARD HARVEY

Partner

London

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Service Focus

- Counseling and Advice
- International
- Reductions in Force (RIFs)

Industry Focus

- Financial Services
- PEO

OVERVIEW

Richard Harvey has more than two decades of experience advising UK and multinational employers on employment, labor, and benefits matters across borders. Richard counsels businesses, financial institutions, insurers, and technology companies through high-stakes employee relations, complex disciplinary and grievance issues, large-scale redundancies, cross-jurisdictional change programs, and challenging executive exits.

With a particular focus on international employment law, he guides clients through the practical realities of global workforce management—including multi-country compliance projects, cross-border investigations, and evolving workplace models—delivering strategic, tailored solutions that align with each organisation's business objectives. Clients value Richard's commitment to building strong relationships and his ability to translate technical legal requirements into pragmatic, actionable advice.

Throughout his career, Richard has advised on a wide spectrum of employment law matters, from managing sensitive workplace disputes to leading global projects involving gender pay reporting, background checks, and regulatory transformations impacting dozens of jurisdictions. He supports employers of record, professional employer organisations, and businesses navigating international mobility and immigration concerns, leveraging his in-house and boutique practice experience to anticipate challenges and deliver commercially focused guidance. Recognized as a thought leader in the field, Richard frequently speaks at major international conferences.

Before joining Fisher Phillips, Richard was a partner in the London office of an international employment law boutique, where he led teams advising global employers through multi-jurisdictional compliance and transformation projects. His career includes in-house roles and experience at global firms, giving him a comprehensive perspective on the pressures facing employers and the importance of practical, relationship-driven counsel.

Credentials

Education

- Durham University, B.A., 1998
- The University of Law, PGD/CPE, LPC, 2000

Admissions

- England and Wales

Recognitions

- *Who's Who Legal* (2026) (Recommended Employment Lawyer)

Affiliations

Professional Activities

- International Bar Association (IBA)
- American Bar Association (ABA) (Co-Chair, International Employment Law Section, 2016-present)

- European Employment Lawyers Association (EELA)
- Employment Lawyers Association (ELA)

INSIGHTS

Insights

Mar 31, 2026

What US Employers Need to Know About AI Hiring Bias Laws in the EU and UK

Insights

Mar 12, 2026

Key Measures Take Effect Under UK Employment Rights Act: Practical Steps for Employers to Take Now