



PUMP COURT
CHAMBERS

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EZRA MACDONALD

"Ezra displayed all the talents that one would want from a barrister, copious preparation and an infectious sense of calm."

Call: 2012

For enquiries please call +44 (0)20 7353 0711 or email

Ezra MacDonald has a broad civil practice, with particular expertise in employment, commercial, and property law.

His advocacy experience is extensive, including appearances before the Employment Tribunals, the Employment Appeal Tribunal, the County Court, the High Court, the First-Tier Tribunal (War Pension and Armed Forces Compensation Chamber, Social Entitlement Chamber, Criminal Injuries Compensation Chamber; and Property Chamber); the Upper Tribunal (Administrative Appeals Chamber, Immigration and Asylum Chamber, and Tax & Chancery Chamber); the Magistrates' Courts, the Crown Court, and the Coroner's Court. He is frequently instructed on behalf of both claimants and defendants in civil proceedings; on behalf of union- and privately-funded claimants in the Employment Tribunals; and by large respondent organisations, including the third sector.

Ezra is Public Access ('Direct Access') qualified, and is available to accept instructions directly on matters relating to employment, property, or general civil law.

Ezra maintains a blog covering issues in employment law, commercial law, and property law which can be found [here](#).

Before coming to the Bar, Ezra studied Philosophy at the Universities of Cambridge, Bristol, and St Andrews, where he completed a PhD on the foundations of ethics and was employed as tutor and examiner.

Property Law

Ezra regularly provides advice and representation in property disputes, both residential landlord & tenant, and disputes involving commercial property.

On the residential side, Ezra primarily acts for landlords, often dealing with possession proceedings and notices under s 21 Housing Act 1988, and addressing breaches of covenant (whether of the landlord's covenants or of the tenant's), with related litigation involving Schedules of Dilapidations and disputes over the interpretation of leases. He has also acted for tenants, including tenants of local authority accommodation, and is able to advise on homelessness where necessary. He is able to do so on a direct access basis, particularly in cases where legal aid is unavailable.

In commercial property, Ezra has a focus on the correct interpretation and application of commercial leases, the enforcement of leasehold covenants, and dilapidations.

Ezra also deals with a range of issues relating to the sale of property, professional negligence actions against conveyancers, and leasehold enfranchisement.

He has a particular interest in procedural matters, such as the requirements for valid service of notices, and is happy to advise clients at any stage of litigation.

Employment

Ezra has a busy employment practice, covering both paperwork and representation.

He has advised and represented clients across a range of issues, including claims relating to unfair dismissal; redundancy, including selection for redundancy and entitlement to enhanced redundancy payments; disability discrimination and failure to make reasonable adjustments; 'associative' discrimination; TUPE (including 'TUPE-analogous' cases in the public sector and the Henke exception); contracts of employment (including implied terms); and application of the Working Time Regulations. His drafting experience includes all manner of pleadings, schedules of loss, applications to amend statements of case, applications to strike out, applications for review, and responses.

Ezra is frequently instructed to represent both claimants and respondents, in single- and multi-day hearings in the Employment Tribunals, and in case management discussions, pre-hearing reviews, and preliminary hearings under the current Rules. He has experience of appellate work in the Employment Appeal Tribunal.

Commercial

Ezra has a well-developed interest in contractual disputes, and his commercial practice often relates directly to issues in employment law. He has advised parties on directors' liabilities, post-termination restrictive covenants,

entitlements regarding share options, fiduciary duties, and share purchase agreements.

He has advisory experience in disputes relating to consumer transactions, the sale of goods, and the enforceability of contractual terms in consumer contracts, contracts for the supply of services (gas, electricity, and so on).

Personal Injury

Ezra has substantial experience of a range of drafting and advisory work, encompassing a broad spectrum of claims for personal injury, including occupier's liability, public liability, highways, road traffic accidents, nuisance, and negligence pleaded with reference to breaches of health and safety legislation. He is well-versed in noise-induced hearing loss claims, hand-arm vibration syndrome, and other aspects of industrial disease. His drafting experience extends to schedules of loss in excess of £250,000.

He has represented both claimants and defendants in a range of county court hearings, on the small claims track, fast track, and multi-track – including full trials of liability and quantum, directions hearings, applications, and costs and case management conferences. Having cut his teeth in the criminal courts, he is particularly well suited to examining cases of alleged fraud.

Ezra has a particular interest in credit hire cases, acting for both claimants and defendants, and is always happy to provide guidance at any stage of litigation.

Regulatory & Disciplinary

Ezra is able to act as a case presenter on behalf of the Nursing and Midwifery Council, and is able to provide both representation and advice to individuals facing non-NMC disciplinary proceedings.

Direct Access

Ezra is Public Access ('Direct Access') qualified, and is available to accept instructions directly on matters relating to employment, property, or general civil law.

Qualifications

- Accredited Mediator

Professional associations

- ADR Group – Accredited Mediator
- AIRE Centre (London)
- Association of Regulatory & Disciplinary Lawyers (ARDL)
- Employment Lawyers Association (ELA)
- Employment Law Bar Association (ELBA)
- Personal Injury Bar Association (PIBA)
- Property Bar Association

Outside Interests

Ezra occasionally finds time to practice kendo and is a Trustee of The Pituitary Foundation (charity).