

## Rachel DeSanges

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## Areas of expertise

Channel Islands Local Legal Services >

Dispute Resolution >

Employment law >

GDPR >

[Legal >](#)

[Local Legal Services >](#)

[Mergers and Acquisitions >](#)

[Relocating your business >](#)

[Relocating your family >](#)

## Background and experience

Rachel is Ogier's Head of Employment in Guernsey and works closely with the Jersey team to build on the existing pan island employment presence. She regularly appears before the Guernsey Employment Tribunal, successfully defending employers in high profile and ground-breaking cases in the Island. Rachel also brings her expertise to a wide range of employment matters arising as part of other matters including mergers and acquisitions, immigration and relocations and data protection work, where she often works closely with the Jersey team.

She is recognised by clients and colleagues for being extremely knowledgeable, responsive and commercial as well as friendly and approachable.

Rachel has previously acted as Vice President of the Guernsey Chamber of Commerce. She spent 10 years growing and developing the Guernsey International Legal Association, and sat as both Vice President and President of that Committee.

Rachel is ranked in both Legal 500 and Chambers and has been quoted by clients in these directories as: "having excellent industry knowledge" and "gets to the heart of a problem quickly and commercially".

In 2014 she was listed by Business Brief as one of only 300 "leading business people" in the Channel Islands.

She is also a member of the following industry bodies and regularly speaks at and attends their events:

- Chartered Institute of Personnel Development
- Employment Lawyer's Association

- London Chamber of Commerce and Industry
- Women's Development Forum, Guernsey
- Women's Business Network, Guernsey

#### Admitted in:

2007 – England & Wales

## Examples of work

[View more examples of work >](#)

27 February 2023 | 3 min read

### Ogier's Channel Island teams show expertise in assisting complex acquisition

Matthew Shaxson

Team: Raulin Amy, Christopher Jones, Kevin Grové, Matthew Macfarlane, Neo Tshikalange, Juliet Karugahe, and 6 more

📍 Jersey, Guernsey

Deal

25 June 2020 | 2 min read

### Ogier advises Brooks Macdonald on acquisition of Channel Islands wealth management and funds business of Lloyds Bank International

Niamh Lalor

Team: Bryon Rees, Matthew Shaxson, Helen Ruelle, Rachel DeSanges, Will Austin-Vautier, Joanna Christensen, and 1 more

📍 Guernsey, Jersey

Deal

1 October 2019

### Ogier advises on the sale of The Guernsey Press

Bryon Rees

Team: Rachel DeSanges, Martín Casas, Chris Hards, James Walsh, Michelle Watson Bunn

📍 Guernsey

Deal

14 January 2019

## Ogier advises TMF Group on purchase of State Street's Private Equity and Real Estate business

Bryon Rees

Team: Matthew Shaxson, Rachel DeSanges, Rebekah Agyeman, Will Austin-Vautier, Martín Casas, Michelle Watson Bunn, and 2 more

📍 Jersey, Guernsey

Deal

31 July 2018

## Ogier advises Generali on €409 million Generali Worldwide Insurance Company Limited sale

Bryon Rees

Team: Raulin Amy, Martyn Baudains, Angus Davison, James Heinicke, Michael Killourhy, Mathew Newman, and 6 more

📍 British Virgin Islands, Jersey, Guernsey, Cayman Islands

Deal

## News and insights

Find out more >

20 October 2023 | 2 min read

### Ogier's "go-to" team in Guernsey sees increased rankings in Chambers UK 2024

News

5 October 2023 | 2 min read

### Ogier in Guernsey recognised as market leaders in Legal 500 UK 2024 guide

News

14 December 2022

### Avoiding an HR hangover this Christmas: employment law considerations for work Christmas parties

Helen Ruelle

Team: Rachel DeSanges, Will Austin-Vautier, Fay Warrilow, Victoria Randall, Kate Morel

📍 Guernsey, Jersey

Insight

11 November 2022

## Guernsey's new Prevention of Discrimination (Guernsey) Ordinance: Are you ready to meet the requirem

Rachel DeSanges

Team: Kate Morel, Eptissam Fakhreddine, Victoria Randall

Insight

30 September 2022 | 4 min read

## Ogier in Guernsey achieves top tier rankings in Legal 500 UK 2023 guide

Christopher Jones

Team: Paul Chanter, Bryon Rees, Michaela Jesson, Michelle Watson Bunn, Diana Collas, Gabrielle Payne, and 14 more

📍 Guernsey

News

21 July 2022

## Ogier experts underline need for forward thinking as gender pay gap reporting evolves

Helen Ruelle

Team: Rachel DeSanges, Will Austin-Vautier

📍 Guernsey, Jersey, Ireland

News

26 April 2022

## Guidance for employers: who is permitted to take leave for the Queen's Platinum Jubilee bank holiday

Victoria Randall

Team: Rachel DeSanges, Fay Warrilow, Helen Ruelle, Will Austin-Vautier, Kate Morel

📍 Jersey, Guernsey

18 October 2021

## Ogier's Guernsey Dispute Resolution team now one of the largest in the Island

Mathew Newman

Team: Simon Davies, Bryan De Verneuil-Smith, Alex Horsbrugh-Porter, Sandie Lyne, Rachel DeSanges, Fay Warrilow, and 7 more

📍 Guernsey

News

30 September 2021

## Ogier in Guernsey achieves six top tier rankings in latest Legal 500 UK

Christopher Jones

Team: Paul Chanter, Bryon Rees, Martyn Baudains, Piers Dereham, Martín Casas, Matt Guthrie, and 14 more

📍 Guernsey

News

## Recognition

"Rachel DeSanges is really experienced and exudes authority combined with a calm and practical approach"

Chambers UK, 2024

"Rachel provides clear, concise, commercial advice"

Chambers UK, 2024

"She explains difficult concepts in simple terms and her rapport with clients and other advisers separates her from the competition"

Chambers UK, 2024

"Rachel is an excellent employment lawyer with vast experience of advising on the most complex aspects of Guernsey employment matters. She is my first port of call and a respected figure in the market"

Chambers UK, 2024

"Rachel recognises that employment cases require a quick turnaround, with

pragmatic and accurate advice provided to enable the client to swiftly deal with any issue before it has a chance to escalate. "

Legal 500 UK, 2024

"Pragmatic, commercial and the kind of lawyer you want sitting alongside you when you are tackling really tricky employment issues."

Legal 500 UK, 2024

"Rachel's knowledge, experience and client relationship skills are second to none."

Legal 500 UK, 2024

"Rachel is excellent. Her thorough knowledge and standing in the market instils great confidence. She cuts through to the key issues and provides practical advice in a calm and authoritative manner, whilst at the same time being personable and sensitive to the facts. She would always be my first call."

Legal 500 UK, 2024

"Provided excellent advice and support on a number of legal matters. Excellent communicators, concise, relevant advice and information provided in a timely manner with excellent backup if required."

Legal 500 UK, 2024

"Provides comprehensive and accurate advice, allowing the client to tap in to her past experiences and extensive knowledge. "

Legal 500 UK, 2024

"Next Generation Partner"

Legal 500 UK, 2023

"Rachel provides the very best client service, her knowledge across all areas of employment law stands out against her peers. Rachel is very approachable, is quick to understand our requirements and responds to queries in a timely, practical and professional manner"

Legal 500 UK, 2022

"Rachel was fantastic! She was kind and sympathetic"

Legal 500 UK, 2022

"Very responsive and provided commercial and practical advice"

Legal 500 UK, 2022

"Next Generation Partner"

Legal 500 UK, 2022

"She stands out as someone who is fantastic at understanding her client's needs, empathetic, personable and clear in her message"

Legal 500 UK, 2021

"Next Generation Lawyer"

Legal 500 UK, 2021

"Friendly, efficient, extremely knowledgeable and explains things in an easily understandable manner"

Legal 500 UK, 2020

"An experienced employment lawyer of a responsive and interested nature"

Legal 500 UK, 2020

"Has an excellent working knowledge and understanding of all the relevant areas of employment law and offers well thought out advice in this area"

Legal 500 UK, 2020

"Comes up with working solutions to any problems that arise"

Legal 500 UK, 2020

"Impressed with her knowledge and expertise on a staff disciplinary issue"

Chambers UK 2017