



Rachel DeSanges

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VCard



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](#)

15 July 2024 | 1 min read

Ogier's Guernsey team advises bank on one of first new... licences under banking law

Deal

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, Juliet Karugahe, Katherine Neal, and 4 more

Jersey, Guemsey

Deal

25 June 2020 | 1 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

Deal
Guernsey, Jersey

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

Guemsey

Deal

14 January 2019

Ogier advises TMF Group on purchase of State Street's Privat... 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, Guemsey

Deal

31 July 2018 | 2 min read

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, Guemsey, Cayman Islands

Deal

News and insights

Find out more

18 October 2024 | 2 min read

"Forward thinking"
Ogier's rankings in
Guernsey enhanced ...
Chambers UK 2025
guide

News

2 October 2024 | 3 min read

Ogier services in
Guernsey going from
strength to strength...
in latest Legal 500
rankings

News

20 October 2023 | 2 min read

Ogier's "go-to" team
in Guernsey sees
increased rankings i...
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, Victoria Randall

Insight

30 September 2022 | 4 min read

Ogier in Guernsey achieves top tier rankings in Legal 50... 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

Insight

Recognition

"Rachel has an uncommon ability to genuinely connect with clients who benefit from her extensive experience and strategic awareness"

Chambers UK, 2025

"Rachel is outstanding and a pleasure to work with"

Chambers UK, 2025

"I really appreciated Rachel's expertise, prompt responses, as well as her empathy, warmth and kindness. I find her knowledge and professionalism incredibly reassuring"

Chambers UK, 2025

"Rachel was a consistently strong adviser in all aspects of the claim"

Chambers UK, 2025

"Rachel DeSanges is very responsive, delivering clear advice which we were able to implement to diffuse and resolve a difficult situation"

Legal 500 UK, 2025

"Rachel DeSanges is very responsive and diligent in her work. She demonstrates a high level of legal acumen, combined with a generally practical approach"

Legal 500 UK, 2025

"Rachel provides clear, concise, commercial advice"

Chambers UK, 2024

"Rachel DeSanges is very responsive and diligent in her work. She demonstrates a high level of legal acumen, combined with a generally practical approach."

Legal 500 UK, 2025

"All the individuals I dealt with were very prompt in their responses and happy to answer any queries I had in a calm and practical manner. Rachel DeSanges has often provided very insightful HR training"

Legal 500 UK, 2025

"Rachel DeSanges is an absolute star. She is insightful and results-driven. She thinks deeply about cases and is very strategic"

Legal 500 UK, 2025

"Next Generation Partner"

Legal 500 UK, 2025

"Rachel has great knowledge on every subject we have asked about, and takes the time to research and help update our documentation so we are compliant in the ways we work. She has taken time out to not just get to know our business but also the team"

Chambers UK, 2024

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

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