



Lawyer - Partner

TOM MESSIAEN

- Lawyer social (criminal) law
- Lawyer in Cassation proceedings in criminal matters
- Deputy judge labour court Ghent
- Member of the Advisory Council on Social Criminal Law

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Tom Messiaen specialises in individual and collective labour law, social security, international employment, civil-servant employment, and social criminal law.

He holds a Master of Laws degree (Ghent University, 1994) and lectured in labour legislation to post-graduate students in Business and Communication at HO-Gent till 2010. He was also an academic consultant to the post-graduates in law at Ghent University (Department of Criminology, Criminal Law and Social Law) till 2022. In 2012, he completed the management course on Compensation and Benefits Management at Vlerick Management School.

Tom Messiaen has been a member of the bar of Ghent since 1994. Within the Bar Association - Bar of Ghent - he is the Chairman of the Arbitration Committee for remuneration (lawyers' fees). He was a founding partner of firm De Schrijver-Van de Gehuchte-Messiaen, which merged with Monard Law in 2008. Since then, he heads the social law department at Monard Law's Ghent office.

Since 2006, Tom Messiaen has been recognized by European Legal Experts as a leading lawyer in the field of employment law in Belgium, and he is listed in the Legal 500 directory as a social criminal law specialist. Besides his legal practice, he is a much sought-after guest lecturer and speaker at seminars on employment law, labour law, and social criminal law. He contributes frequently to legal journals and has many published works. The range of topics that he often writes about are disguised employment, social inspection and criminal prosecution, privacy in the employment context, social law in the context of acquisitions, and the legal status of civil servants. He is also a member of various editorial boards, including the editorial team behind the series Sociale Kronieken, the magazine Tijdschrift voor Gentse en West-Vlaamse rechtspraak and the magazine Rechtspraak Antwerpen Brussel Gent.

Tom has been a deputy judge at the Labour Court of Ghent (Division Gent and Division Bruges) from 2001 till 2021. Since 2022 he is the monthly Chamber President at the Labour Court of Gent (Division Bruges and Division Kortrijk) and earlier in 2021 also in the Division Oudenaarde. Both in the Labour Court in Oudenaarde and in Kortrijk, this concerns a chamber with jurisdiction over social security law (unemployment/pensions/"ziv"/work accidents), which means that Tom also has special and unique practical experience in this area of 'social law'.

Further, he is employed as an expert by the Advisory Council for Social Criminal Law, which is the social criminal law watchdog in Belgium, which also often proposes legislative recommendations.

Finally, Tom has been recognised as a lawyer in Cassation proceedings in criminal cases/matters.

Tom is an excellent employment and social criminal lawyer. His wealth of knowledge and academic and judicial roles can certainly provide KBC with the highest quality advice and most innovative and appropriate solutions to its social law challenges.