

Welcome to our Employment Law Services

What is Employment Law? The body of law that governs the best interests of both employers and employees including individual employment contracts, the application of TORT and contract doctrines, and a large group of statutory regulations on issues such as protection from discrimination, wages and hours and health and safety.

In employment disputes, more than any other area of law, early advice is essential and we're here to offer straight forward and focussed help and advice to both employers and employees.

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Employer Advice & Services

Our Employment Team are experienced in representing and advising employers on the following variety of employment issues:-

- Unfair, Wrongful and Constructive Dismissal
- Breach of Contract
- Compromise Agreements
- Grievances
- Disciplinarys
- Discrimination (Age, Sex, Sexual Orientation, Race, Disability, Religious Beliefs Part-Time status)
- Working time Regulations
- Terminations
- TUPE
- Redundancy
- Policy & Procedure Reviews

We also offer an Employer Assistance Service which is aimed at preventing and minimising disputes. [Click here for more information](#)

Employer Assistance Service

This specialist service focuses on protecting both you and your employees – making sure all your policies and procedures are and remain manageable, effective and compliant with current legislation. Should an issue arise you'll receive full support, advice and if necessary, legal representation for the following:-

Policy & Procedure Review

This is a full and ongoing assessment of your current policies and procedures which will ensure you are compliant with all UK employment legislation including:-

- Disciplinary
- Grievance
- Harassment
- Equal Opportunities (Age, Sex, Disability & Race Discrimination)
- Redundancy
- Holiday and Sickness
- Maternity and Paternity

If you do not have any of the above policies or your current policies are out of date we will help you develop and implement them.

Terms and Conditions of Employment

We review your existing Terms & Conditions of Employment to make sure they protect you and your workforce, This review includes:-

- Contracts of Employment – all employees require an Employment Contract within 2 weeks of starting their employment
- Confidentiality Agreements – to protect your business it is important that employees work under a sensible Confidentiality Agreement both during and after their employment
- General Correspondence – some correspondence with your employees may form part of their Terms and Conditions

Advisory Service

Direct telephone access to an experienced member of our Employment Team to discuss any issues or concerns you may have and to get guidance on how to deal with them.

Representation

After accepting our Terms and Conditions and implementing and following our advice – your membership fee will provide you with legal representation without any further charges for the following services:-

- Grievances – telephone based advice concerning any grievances or potential disputes raised by an employee

- Disciplinary – telephone based advice in relation to any disciplinary action raised by you against an employee
- Correspondence – cover for legal costs in liaising with an employee or their representatives in relation to any dispute
- Tribunals – cover for our legal costs (excluding disbursements) in representing you at any Tribunal subject to our Terms and Conditions

NB – one condition is that our team must be involved in the initial stages of any grievance or dispute to ensure that we are aware of the issues raised and can provide appropriate advice to protect you

Mediation

Often it will be possible to resolve a dispute through Mediation and with both parties' consent we will work with you and your employee to resolve any differences and to avoid litigation.

Training

All Managers need to be aware of Employment Legislation which affects their role and the management of their teams and employees. We can work with you to develop a Training Programme to meet your business needs and to ensure your managers understand what is required of them to protect both your employees and your company.

Employee Advice & Services

If you're having problems with your employer and need legal advice our Employment Team will listen to your issues and concerns and help you to make the right decision on what course of action is best for you.

You do need to act quickly if you have a dispute with your employer to ensure you comply with the law - as failure to conform may result in you being unable to take your complaint to an Employment Tribunal.

Your first 30 minute telephone consultation – which should be enough time for us to understand your problem - is free of charge. If we feel you have a case a member of our Employment Team will contact you to discuss the steps needed to take to protect you.

We offer advice, help and representation on the following: -

- Compromise Agreements
- Grievances
- Breach of Contract
- Disciplinary
- Proposed Dismissal
- Unfair, Wrongful & Constructive Dismissal
- Redundancy
- Discrimination (Age, Sex, Sexual Orientation, Race, Disability, Religious Beliefs Part-Time status)
- TUPE
- Outstanding payments (wages, expenses, holiday pay etc.)

Redundancy

Redundancy has been part of our legal system for nearly 40 years and yet there is still a great deal of confusion and misinformation as to what redundancy is and how the process works.

Before there is any question of redundancy the employers' need for employees to carry out work of a particular kind must have diminished or ceased resulting in the employer no longer requiring as many people to do that particular work or role.

There are various processes your employer must go through before making redundancies – the days of “clear your desk – you're redundant” are long gone. Employers should ensure their procedures comply with current legislation.

Constructive Dismissal

In Employment Law, constructive dismissal is where an employee resigns because of their employer's behaviour. The employee must prove that the behaviour was unlawful — that their employer's actions amounted to a fundamental breach of contract, also known as a repudiatory breach of contract. For example in the United Kingdom, a claim for “unfair dismissal” and/or “wrongful dismissal” may arise.

The employee may resign over a single serious incident or over a pattern of incidents. Generally, the employee must have resigned soon after the incident.

Working Time Regulations

The Working Time Directive of the European Union Council Directive concerning certain aspects of the organisation of working time is a collection of regulations concerning hours of work, designed to protect the health and safety of workers. Key features are the limiting of the maximum length of a working week to 48 hours in 7 days, and a minimum rest period of 11 hours in each 24 hours.

Glossary of Terms

Compromise Agreement	A contract between an employer and its employee (or ex-employee) that can be used in redundancy and dismissal situations. The employee will typically receive a negotiated financial sum in exchange for agreeing that they will have no further claim against the employer for any sum owed under the original contract of employment
Constructive Dismissal	When an employee resigns because of their employer's behaviour
Contract	An agreement between two or more parties, especially one that is written and enforceable by law
Disciplinary	Regulations and procedures for employers to manage employee misconduct
Grievance	Regulations and procedures for employees to raise formal complaints
Harassment	Behaviours that are found threatening or disturbing and beyond those sanctioned by society
Maternity & Paternity	Laws and regulations protecting new parents in the workplace
Redundancy	The dismissal of an employee for lack of available work
TUPE	Abbreviation for Transfer of Undertakings. The TUPE Regulations give employees certain

rights when the identity of their employer changes due to the transfer of an undertaking i.e. if their employer is taken over by a new company/owner.

Unfair Dismissal

When an employer terminates an employee's contract unfairly