

LONGMORES

solicitors

EMPLOYMENT LAW

At Longmores, we look at employment law differently ...

Employment law doesn't have to be a nightmare and it certainly shouldn't hinder your business' progress. To succeed in your business you don't just need someone to tell you what the law says, and you don't need someone who'll just tell you what you can't do.

You want someone to work alongside you, helping you to manage and grow your business.

Quality without the price tag ...

If you think that to access real employment law expertise you need to pay extortionate legal bills, think again.

Many of our employer clients previously used London or major regional firms but were frustrated paying high fees for a disappointing quality of service. We have over 30 years' experience in dealing with employment law and we build solid relationships with our clients, meaning you won't be passed around a large team. Our location means we can charge fees which will cut your legal bill significantly without compromising on quality.

Our team is ranked in Chambers, the prestigious directory of leading lawyers.

Who do we act for?

Our clients are businesses with anywhere from 10 to over 1000 employees. We work closely with owner-managers, managing directors, CEOs, operations and finance directors, HR directors and larger HR departments.

We have industry specific expertise in various sectors, including recruitment and education.

What do we do?

We deal with a wide range of employment issues including:

Employee problems

Being an employer means you will from time to time be faced with issues relating to individual employees. We work closely with you to manage these and to minimise the risk of tribunal claims. For example, we help our clients handle:

Disciplinary or capability procedures for misconduct or performance issues

Capability procedures for employees with long term sickness issues

Employee grievances relating to any type of discrimination, harassment, constructive dismissal, whistle-blowing or any other issue

Employee appeals from disciplinary, capability or grievance proceedings

Where necessary, we work with experienced independent HR consultants who can attend meetings and help you carry out the process in an efficient and cost effective way.

Tribunal representation

We have a track record of successfully representing employers in employment tribunal disputes. We pride ourselves on being tough negotiators and formidable advocates. We handle anything from unfair dismissal claims to complex whistle-blowing or discrimination actions. We appear regularly before local employment judges and can represent you at the hearing ourselves, saving you barristers' fees.

Managing change

Making changes to your workforce according to your business needs is all part of running a successful organisation. We work with you to put in place the most successful business structures. Sometimes this means helping you carry out redundancies or restructures; other times it can mean integrating staff following an acquisition.

Amongst other things, we specialise in:

Redundancies and restructures

Collective redundancies (20 or more employees)

Business transfers or takeovers

TUPE (legal implications of buying and selling a business or outsourcing)

Relocating employees

Changing contracts of employment

Commercial disputes

We have for many years represented employers in complex high court proceedings against former employees. This includes bringing proceedings in urgent or “emergency” situations that threaten our clients’ commercial interests, e.g. database theft.

We regularly handle cases relating to:

- Breach of confidentiality and theft of information
- Breach of restrictive covenants such as where ex-employees unlawfully compete with you or poach your staff
- Data protection

Contracts and Policies

We produce all the standard documents you need to have in place for your employees. These can be updated by you and adapted to your in-house style.

- Employment contracts and service agreements
- Consultancy agreements
- Staff handbooks and a wide range of policies and procedures
- Disciplinary and grievance policies
- Maternity/paternity/family friendly policies
- Equal opportunity or diversity policies
- Internet/email/social networking policies
- Settlement agreements

If you would like more information please contact the Head of Department, Richard Gvero on 01992 300 333.

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