

Our Solicitors

Richard Gvero joined Longmores in 1989 and is Partner and Head of Commercial Litigation & Employment. He specialises in High Court Commercial Litigation and Emergency Remedies (Injunctions). He also specialises in all aspects of Employment Law. He is a member of the Employment Lawyers Association. Richard has an expertise in legal issues relating to the recruitment industry. He is an accredited civil and commercial mediator. Richard can be contacted on **01992 305210** or by e-mail at rxg@longmores-solicitors.co.uk.

John Wiblin joined Longmores in 2004. He first practised as a barrister with a commercial set of chambers in Johannesburg, was later admitted to the California bar and then as a solicitor in this country. John has higher rights of audience entitling him to the same rights of appearance in the English court system as any barrister. A Fellow of the Chartered Institute of Arbitrators, John advises on a broad range of litigation and employment law matters for commercial clients. He specialises in matters relating to the recruitment industry. John can be contacted on **01992 305252** or by e-mail at jrw@longmores-solicitors.co.uk

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Catrin Mills joined Longmores in 2010. She started her career at a City firm, where she acted for numerous high profile clients before moving to head up a new employment department at a law firm in St Albans. She is an employment law specialist with over 10 years' experience of acting for both employers and employees. She is a member of the Employment Lawyers Association. Catrin can be contacted on 01992 512778 or by email at cam@longmores-solicitors.co.uk



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Employment Law



Our Service

Employment law is always changing. Its ever-increasing complexity means even more “traps” into which the unwary employer can fall.

We pride ourselves in giving you fast and effective advice exactly when you need it. We’re here to help you avoid the pitfalls, and more importantly, the considerable financial consequences for your business. We’ll give you our advice in plain English and what’s more, our approach is practical, taking account of your commercial needs.

How can we help you?

We can advise you on a range of employment matters such as:-

- Redundancies, reorganisations and restructuring

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- Dismissals - how to conduct them and how to reduce the risk of claims
- Termination packages
- Complaints of discrimination (sex, race, age, disability, sexual orientation, religion and belief, part-time and fixed-term workers) and harassment
- Breach of contract claims, including theft or misuse of your confidential information
- Varying employees’ terms and conditions of employment
- Protecting your trade secrets and other confidential information
- Disciplinary or performance problems
- Risk management
- Transfer of undertakings and contracting in/ out of services
- Maternity, paternity, or parental rights issues, including flexible working requests
- Employee sickness absence
- Complaints under the Public Interest Disclosure Act 1998 (“Whistleblowing claims”)

We can help with anything from day to day employment queries to conducting Employment Tribunal or Court proceedings on your behalf.

Additionally, we offer tailored workshops and seminars to increase your understanding of key

employment concepts at all levels within your organisation. We also offer an employment law risk assessment of your business.

Effectively drafted documents can protect our business, avoid costly claims and save you time and money. We can prepare the paperwork you need and which is appropriate to your business, including:

Statements of Terms and Conditions of Employment

- Contracts of Employment/Service Agreements
- Confidentiality Agreements
- Post termination restrictions (e.g. non competition and non solicitation/ diversion of customers)
- Bonus structures
- Compromise Agreements
- Consultancy Agreements
- Policies

e.g. Equal Opportunities and Diversity

E-mail/Internet

Maternity/Paternity

Flexible working

Home or remote working

Health and Safety

Disciplinary and Grievance

and any other HR policies or procedures

- Staff Handbooks

