

Employment law

Six top risk factors for employers

If you employ people, your business is more vulnerable now than it has ever been. With literally hundreds of additions to the regulatory and statutory framework, employment law has never been as complex or potentially risky.

Our one-stop employment law service has been specifically designed to provide employers with first-class technical advice in a flexible and practical way.

Based on wide first-hand experience, we have identified the six factors most likely to leave businesses vulnerable in this field of law. We summarise each below, along with a few reasons why we might be your best possible solution.

Keeping abreast of current legislation is tough

Keeping abreast of current legislation has never been harder – even for experienced HR professionals

We are dedicated specialists – it's our job to be up to speed with every area of law that affects employers.

And because we act for clients ranging from national and multinational concerns to partnerships, LLPs and family businesses, we have a practical understanding of different types of structure and management style.

Employees are becoming increasingly litigious

We know from experience that employees are tending to take an increasingly litigious approach.

We deal with both non-contentious and contentious areas of employment law. When court or tribunal proceedings are necessary, we generally conduct our own advocacy, which gives us a significant tactical edge.

Even a top HR professional doesn't go to court. We do. And the insight it gives us is an invaluable extra resource for clients.

Issues that seem 'routine' can quickly turn into crises

Most employers have faced a rapidly escalating situation at one time or another – frayed tempers, angry exchanges, imprudent e-mails, someone walks out, or is told to get out.

It is possible to have a crisis on your hands in no time at all, which potentially could lead to tribunal proceedings.

As part of our one-stop service, we provide immediate telephone advice when it is needed. Our aim is always to defuse problems before they start to snowball.

Employment issues are generally complex, sensitive and 'political'

Interestingly, the size of the organisation makes little difference to the degree of risk.

We know from our own experience that large concerns are as much at risk, if not more so, as the smallest. Where employment law issues are concerned, it is essential to have advice that is timely, technically accurate, tactical and workable.

In terms of technical expertise, skill and real hands-on experience our team consistently delivers the results our clients are hoping for.

Packaged 'legal' services often fail to deliver

Many employers are tempted by the prospect of being able to hand their problems over to someone else.

'Packaged' services, purporting to be able to deal with 'all employment problems', are now widely available from various sources, and the subscription fees can be considerable.

One of the drawbacks with such schemes is that they tend to be inflexible. Because they are often based on 'standard' approaches to most situations, subscribers can expect to receive correspondingly 'standard' advice.

Paradoxically, one of the striking features of employment law is that no two problems are the same.

To be of value, advice must therefore be tailored to take account of all the circumstances of any particular case. There is no substitute for sound technical guidance from a qualified and experienced employment lawyer.

Changes and negotiations at senior employee level can be delicate

Because we act for employers and some higher-paid employees, we have the advantage of being in touch with both sides of the tactical 'fence'.

Skilled tactical advice is particularly vital at senior executive level because the stakes can be high. We are able to offer high quality guidance and advice during negotiations.

Services

We give clear, straightforward advice on all aspects of employment law, both contentious and non-contentious:

- contracts and consultancy agreements
- redundancies
- employment issues in business transfers
- disciplinary action
- executive compensation packages
- employment tribunal and court actions
- confidentiality and restrictive covenants
- discrimination legislation
- regulated compromise agreements

More information

For information on the lawyers in this department, please visit the Who's who section of our website.

Contact

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