

Legal services for employers





Introduction

Come to Attwaters Jameson Hill for advice and we will make sure we comprehend not just the immediate issues that confront you, but also your wider business objectives and long-term aims. We understand the commercial realities of business. We strive to see the bigger picture and apply 'strategic thinking in practice'.

As a mid-sized regional practice, with four offices in Essex and Hertfordshire, we have the expertise and resources to deliver a wide range of legal services to private clients and businesses.

Business clients rely on us for advice and support in all their areas of activity, such as company formation, purchase or leasing of premises, mergers, commercial contracts and employment law and practice. Employment law has many aspects and it is all too easy to fall foul of various regulations and find senior management caught up in distracting and costly legal disputes, tribunals or compensation claims. Our advice can help clients avert problems, but we are here in support if a difficulty does emerge.

Advice and agreement documentation for investment syndicate

A syndicate of investors wanted to invest in a new leisure business. We prepared their partnership agreement and then the shareholders' agreement documenting their investment in the target company. We advised on the legal status of the target and the exposure of the investors.



The companies we serve

Our established background in employment law means that we have a thorough understanding of the issues that companies face in the real world. Our client base of small and medium-sized businesses is drawn from across the spectrum, to include manufacturing, engineering and services sector companies that encounter a variety of employment issues. Some employment rules are relevant to every employer, others may apply to companies involved in specific activities or processes or those employing casual staff or agency workers. We can tailor our advice to your needs.

With directives from Brussels and new laws from Westminster, the legislative framework is constantly changing and it has become increasingly difficult for directors and managers to keep up, unless their business has in-house legal support and a team of HR specialists – which only larger companies can sustain. We are here to provide knowledge and insight to enable employer clients to avoid problems if possible and to deal effectively with any that do arise, whether through enforcement action by a government agency or through cases pursued by employees individually or collectively.

Sale of residential care company for £6.5 million

We acted on the sale of a residential care company for a price of approximately £6.5 million. Our client, the vendor, was taken on as a consultant by the purchaser company. We dealt with all the documentation and legalities involved in the sale and negotiated and drafted the consultancy agreement.



Employment issues we cover

Our employment law specialists can provide client businesses with support at every stage in the employment relationship. This means that at the start of the relationship we can advise on fair recruitment procedures and prepare standard contracts for staff and service contracts for senior managers, to get matters off on the right foot. We also advise on associated terms and conditions of employment that may relate to pensions and other benefits such as share option schemes and private medical insurance.

Many disagreements between employers and employees arise at or around the end of the employment relationship. When an employee is dismissed for misconduct or is regrettably made redundant, the employer's disciplinary procedures or selection processes may come under very close scrutiny, particularly if the employee feels aggrieved and unfairly treated. When an unresolved situation leads to a Court hearing or Employment Tribunal, shortcomings may be exposed that weaken the employer's case. We can help to ensure that procedures have the necessary robustness, which puts us in a stronger position to defend our clients against spurious compensation claims.

Successful defence of client facing tribunal

Our client, an engineering firm, dismissed a female employee due to poor work and bad timekeeping. She made a claim for sexual discrimination and disability discrimination, amounting to compensation of £20,000. Her 'disability' had never been evident at work. The tribunal rejected both claims, told her she had been badly advised and penalised her with a costs order.



Service delivery and fees

Attwaters Jameson Hill's legal services for employers are delivered by experts from the firm's Commercial Department team and are available through our offices in Hertford, Ware, Harlow and Loughton. This facilitates joined-up thinking where employment and other aspects overlap, for example, acquiring new premises, relocating staff and changing employment contracts.

Key personnel in our Commercial Department include: Robert Jameson, Partner, Head of Business; and Daniel Darwish, Solicitor, employment law specialist. We can provide a comprehensive, ongoing service for an agreed monthly retainer or one-off legal support for a fee, based on the work involved. Either way, our charges are highly competitive for the quality of service provided to our clients.

“ Can I congratulate you on the way you handled what was, at times, a troublesome transaction and the way you brought all the diverse elements together to a most satisfactory conclusion. ”

From a business proprietor on the sale of his business



Contact us

Before you implement strategic business decisions or commit to a contract, it is vital to ensure that matters are legally watertight. Errors can be costly, but legal advice from our Commercial team can help you avoid unexpected problems. Do get in touch; you will find us very approachable.

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