

HEWITSONS

EMPLOYMENT LAW



Our expertise in employment matters is formidable. We have a large specialist team working across the full spectrum of employment law, from recruitment to termination, from employment tribunal claims to enforcing restrictive covenants.

Our activity is diverse and is undertaken for a range of commercial and public sector clients. The service we can provide includes drafting contracts of employment, staff handbooks and settlement agreements, advising on the implementation of redundancy dismissals and advising on the employment aspects of business transactions including TUPE.

The team's commitment to add value is clear. Regular in-house seminars, legal updates and bespoke workshops to train and educate your staff on topical issues are a feature of our approach. Our breadth of experience allows tailored advice, and we take pride in the difference it can make to you. Of course it helps that all our solicitors are business focussed, making a point to adopt a commercial, practical and cost effective approach.

Contentious matters

We deal with all contentious employment matters, including:

- Wrongful dismissal
- Unfair dismissal
- Unlawful deductions from "wages"
- Redundancy and reorganisation
- All areas of discrimination, including sex, race and disability discrimination
- Equal pay and equal treatment

- Confidential information and trade secrets
- Restrictive covenants (e.g. non-competition, non-solicitation).
- Trade disputes and other collective issues.

Advocacy can be undertaken in-house or through our external specialist counsel, whichever suits the case and your needs best.

Corporate support

Employment issues arising from mergers, acquisitions and disposals. The obtaining of work permits.

Dispute resolution

- Executive and other terminations.
- Settlement agreements.
- Settlements via ACAS.

Non-Contentious matters

- Recruitment.
- Offers of employment or engagement.



- Directors' service agreements.
- Other employment contracts.
- Terms and conditions of employment.
- Employee handbooks.
- Staff manuals and other training aids.
- Consultancy agreements.
- Equal opportunities policies.
- Other policies (such as health and safety, internet and so on).
- Works councils and industrial partnership.
- Union recognition procedures.

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We pride ourselves on delivering an outstanding service to a wide range of individuals, businesses and institutions including charities, educational and sports bodies. The firm's size and breadth of specialisms means each client receives the focus it requires. We operate UK wide and have worldwide reach via our network of independent law firms, LawExchange International.

This document is written as an outline guide only and any action should not be based solely on the information given here. Appropriate professional advice should always be taken in specific instances.

Hewitsons LLP is authorised and regulated by the Solicitors Regulation Authority.