



employment

solicitors
bandhatton ^{LLP}
legal solutions
the passion to make a difference

our employment services

Band Hatton is dedicated to providing excellent legal solutions to both businesses and individuals. We wish to serve as your primary resource and your partner in all aspects of your legal requirements and pride ourselves on delivering the highest levels of professionalism, quality and service.

Employment

We are able to advise on the full spectrum of employment law from initial recruitment to termination of employment. Businesses need to consider:

- whether their recruitment process complies with legislation prohibiting discrimination
- the preparation and issue of terms and conditions and handbooks to new employees within the statutory time limits
- the content of employment contracts
- the requirements for discipline and grievance procedures to comply with legislation
- how to work through disciplinary matters and prepare an audit trail for use in subsequent tribunal proceedings

Our employment law team is often called upon to assist employers to create their workplace policies and procedures to cover a multitude of issues that every business requires to address. We also act for both employers and employees in all types of employment proceedings. Our employment law team has particular expertise in acting for employers and employees in claims for unfair dismissal, wrongful dismissal and breach of contract (including constructive dismissal).

We advise clients on:

- Drafting employment contracts, service agreements, consultancy agreements, policies and procedures
- Disciplinary, dismissal and grievance procedures
- Negotiating termination agreements
- Redundancies and the implications of corporate reorganisations and restructuring
- Changing terms and conditions of employment
- Transfer of Undertaking Regulations (TUPE) aspects of outsourcing and transactions
- Discrimination avoidance on grounds of race, gender, disability and age
- Employment tribunal claims and appeals
- Equal opportunities
- Maternity and paternity rights
- Flexible working
- Sickness, stress and attendance policies and procedures
- Alcohol, drugs and substance misuse procedures
- Confidential information and restrictive covenants

ISO Quality Management Standard

Our reputation is illustrated by our being awarded the internationally recognised ISO Quality Standard, which is in recognition of excellence in client care and demonstrates thoroughness, accuracy and efficiency in the advice we provide, and the work we carry out.

Other Legal Services

We provide a full range of other legal services for our commercial and corporate clients including, Real Property, Company Law, Commercial Contracts and other Business Issues, Intellectual Property and Litigation. Please contact us for further details.

Next Steps

If you would like to know more about the services we offer, please do not hesitate to contact us, and ask to speak to any of our team. We will be pleased to discuss our services with you, entirely without obligation of course.

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