



## Information Sheet: Employment Law for Businesses and Employers

Employment law issues can be the greatest challenge for any business. People are the life of a business, and the retention and motivation of employees are at the heart of any business strategy, but the avoidance and management of disputes are the everyday work of managers.

At Alsters Kelley, we are focussed on advising our business clients on managing and resolving problems in the workplace. We act positively to anticipate problems and to notify you of significant changes in the law. We can provide Human Resources consultancy where appropriate, or work closely with your Human Resources team to meet their need for legal support.

When problems do arise, you can be confident in the backing of a team committed to providing an efficient and measured response, giving you the support you need to achieve positive outcomes in the event of employment litigation.

Employment Tribunal claims can be expensive and traumatic for the managers whose decisions are under scrutiny. We are committed to a supportive and assertive approach in litigation, and to achieving the best outcome for your business.

Early advice can often be the key to the successful and cost-effective resolution of problems in the workplace, and we are pleased to assist you to anticipate, identify and resolve problems.

The employment team offer advice, assistance and representation in all aspects of the employment relationship and its termination including:

- All areas of employment regulation
- Employment Tribunal claims
- Business immigration and Work Permits
- Health and Safety
- European and Human Rights law
- Drafting executive service agreements, contracts and staff handbooks
- Grievance procedure management
- Discipline and termination of employment
- Restructuring and redundancy situations



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- Professional regulation issues
- Enforcement of restrictive covenants and obligations of confidentiality

### Contracts and Policies

Employees benefit from a range of rights and benefits arising from UK and European law. Without effective contracts, employers can find the task of managing the balance of rights difficult or impossible. All too often, contracts of employment are neglected, leaving the business exposed, and managers uncertain of their position.

We can help by tailoring your contracts to serve your business needs, and can simplify the complexities of employment regulation with straightforward and effective policies and procedures. We seek to work closely with you to ensure that your priorities for the business are reflected in the contracts and policies.

### Business Immigration and Work Permits

We offer one of the region's few specialist immigration teams able to advise you on business immigration, and with the expertise and accreditation to make applications on behalf of your business for work permits to fill key roles or to bring key individuals from associated companies overseas.

With the strength of our employment law team, we are able to offer the full service of advice and assistance on international movements of employees. We have experience and expertise in establishing and supporting the UK subsidiaries of international businesses.

### Protecting Your Business

We have a strong focus on protecting your business from unfair competition by former employees. We can ensure that you have in place the right contracts to protect your business from misuse of your confidential information and trade connections and can take effective steps to enforce your rights against former employees engaging in unfair competition.

### Executive Severance



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In every business, there are times when the team needs to change and develop. This can be a painful process with loyalties divided, and with key employees holding critical functions in conflict with the organisation. We recognise the sensitive nature of these situations, and have the skills to resolve conflict and bring about positive outcomes.

We act both for businesses, and for senior executives on executive severance. Issues can arise involving share ownership and sale, or if problems cannot be resolved amicably, you may need support in litigation.

The close integration of our Employment team with our Company Commercial and Commercial Litigation teams allows you the assurance of having specialists in each field available to you. Our aim in litigation is to work closely with you to ensure that the dispute is resolved as swiftly and as economically as possible.

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If you need any further information about matters in this information sheet, please do not hesitate to contact us.