




Employment law



Whatever your business, everyday contractual and regulatory issues will affect you.

Employment legislation is changing all the time and is fast becoming the greatest area of risk of claims for employers. European directives and statutory requirements now make it essential for employers and employees alike to keep up to date with their obligations and rights. Many employers lack awareness and understanding about their legal obligations to staff members.

Employers could save themselves from expensive and time-consuming claims by seeking timely professional advice to ensure that they comply with their legal duties and implement fair and reasonable terms of employment, policies and procedures. Employees should also understand not only their rights but also their obligations as employees.

Our specialist lawyers work with employers and employees, covering the whole range of legal issues in employment law, giving practical advice on all matters, whether simple or complex. Our expertise extends to preventative measures as well as to representation at Employment Tribunals or before the Court.

“ Good employment relations can make all the difference to the smooth running of any successful business and the Phillips’ employment team have certainly added value to ours, ensuring our actions are well-informed and helping us to unravel complex legislation.”

Peter Sherwood, Infosec Technologies

Call us on: 01256 460830

These are the employment areas we cover:

For employers

- Advice on all aspects of employment, policies and procedures
- Drafting of documentation, obligations and employers' rights from initial recruitment and interviewing of prospective employees, right through to the fair termination of employment
- Provision of up to date information on all aspects of employment law
- Discrimination law, equal pay, working time, flexible working, part-time and fixed-term working
- Grievance and disciplinary measures
- Leave and holiday requirements
- Risk assessment and transfer of undertakings
- Advice on how to avoid claims, negotiate settlements by way of compromise agreement or otherwise, and/or advice and representation in respect of threatened claims
- Representation of claims in the Employment Tribunals or the Court

For employees

- Advice on all aspects of rights and obligations of employees from appointment to termination
- Advice on contracts of employment, employer's policies and rules, confidentiality and restrictive covenants

- Grievance and disciplinary matters
- Bullying and harassment
- Discrimination, trade union membership, policies and procedures
- Contractual and statutory entitlements, for example flexible or part-time working, holiday and other forms of leave
- Advice on negotiation of settlements, compromise agreements and advice
- Representation of contentious issues before the Employment Tribunals or the Court

Keeping our clients abreast of legal changes

As part of our service to our clients we offer regular breakfast seminars, updating employers on the implications of the latest changes in employment law. For more information on seminars and other events visit our website at www.phillips-law.co.uk or call us on 01256 460830.

Services from Phillips Solicitors

For businesses

- Corporate and commercial law
- Employment law
- Civil and commercial litigation
- Commercial property

For private clients

- Residential property
- Disputes and family law
- Wills and probate

For businesses and private clients

- Town Gate Mediation – www.towngatemediation.co.uk

If you would like to know more about how Phillips Solicitors can help you with employment law, or any other legal issue, please visit our website or contact us using the address or telephone numbers below:

Phillips Solicitors

Town Gate
38 London Street
Basingstoke
Hampshire RG21 7NY

t. 01256 460830
f. 01256 364333/854638
e. legal@phillips-law.co.uk
w. www.phillips-law.co.uk