



Employment law for workers

We can advise you on whether

- you would be treated as an employee, not self employed
- your employer has broken your employment contract
- you have been unfairly dismissed or dismissed in breach of contract
- you have been unlawfully discriminated against
- your employer is breaching your other rights as an employee or not doing what the law requires it do
- what you want to do would be in breach of a non compete or confidentiality term in your employment contract

and

- support you in bringing or defending a claim either in an employment tribunal or court.

For more information or advice contact
Dermott Thomas or June Salmon
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Employment law for businesses

Employment law is a nightmare for many employers. Frequent legislation means that it is difficult for employers to keep up to date with the law. At the extremes

- an employer may decide the law is far too complicated ever to be understood and so plunge into action regardless of the consequences;
- or
- an employer may be so terrified of a claim by an employee that it doesn't dare do anything.

Either course of action can be very damaging to a business.

Our objective is to help you **manage your workforce** and to minimise the chances of an employee bringing a successful claim against you. We can advise you on

- employment contracts and employee handbooks
- dealing with poor performance, ill health, misconduct and similar problems
- investigation, disciplinary and dismissal meetings
- unfair dismissal
- discrimination problems
- redundancy procedures (including large scale redundancies where collective consultation is required)
- compromise agreements
- the employment law implications of transferring a business or a commercial contract (TUPE)
- non compete terms in employment contracts
- relationships with trade unions
- complex situations with senior employees who are also directors of or shareholders in their employer.

We can help you **defend employment tribunal claims** or **bring or defend employment claims** brought through the courts.

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