



Wages
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Harassment

E-mail & Communications Policy

Whistle Blowing

Tribunals

Data Protection

Employment



Southampton's premier law firm - providing a full range of legal services to individuals and businesses across the Solent region for over 190 years.

Our aim is simple...

“To recognise and respond to our clients’ needs with prompt, clear and practical advice, based on a thorough knowledge of their situation.”

Our reputation is based on many factors, amongst them recognition that we offer practical legal advice, a sound knowledge of the businesses and people we serve, and a commitment to invest in the latest IT and support resources.

Services

The Employment Team at Paris Smith is widely recognised as being one of the strongest in the southern region, offering unparalleled advice on the full spectrum of employment law.

The team acts for all types and sizes of client ranging from large commercial organisations to clients starting out on their very first business as well as individuals.

Our range of services include:

Telephone and Email advice

People management issues are crucial when running a business and if a difficult employment situation develops, employers will often want advice urgently. We have a large team of fully qualified specialist lawyers available to provide advice on how to handle matters such as poor performance, misconduct and sickness absence as well as a wide range of other issues.

Drafting and reviewing contracts of employment and related policies

It is becoming increasingly vital to have properly drafted contracts and policies in place not only to govern the relationship whilst people are employed but also to ensure that if the employment relationship breaks down, the potential areas for conflict are reduced.

Also, with the ever increasing rate of change in employment law, it is becoming increasingly difficult for employers to ensure that their contracts and policies are kept up to date. At Paris Smith we can not only draft the initial contracts and policies but can also keep them under review to ensure that they are always up to date with employment law.

Consultancy Agreement

We have extensive experience of advising both clients and consultants. We can advise on employment status issues, including advising on issues under IR35. We can also draft, or advise upon, the agreement between the consultant and the client.

Restructuring/Reorganisations

Businesses are constantly changing, and their demands on their workforces change too. This may ultimately result in the need to redeploy staff or make redundancies. We are able to advise employers throughout this process including advising upon whether there is a redundancy situation, advising on the consultation requirements, the selection criteria to be used, and on an employee's entitlement to a redundancy payment.

Tribunals

Employers will often want to avoid Tribunal proceedings but whether it is an employer who is faced with a Tribunal claim, or an employee who wishes to bring a claim against their employer, we can help. We can assist in the preparation for the hearing and deal with the hearing itself, and the members of the employment team regularly appear in Employment Tribunals.

Compromise Agreements

We have extensive experience of advising both employers and employees on Compromise Agreements, including severance arrangements for senior executives. We can also advise on the tax implications under Compromise Agreements and on related issues such as share options and pension rights.

Discrimination

The scope of anti-discrimination legislation has widened considerably and, as there is no limit on the compensation for this type of claim, this is an area that no employer can afford to ignore. We can advise on the preparation and implementation of policies on equal opportunities and on bullying and harassment. If a claim is brought, we can help employers deal with the internal situation as well as handling any employment tribunal proceedings. Our team of lawyers have extensive experience in this area.

Personnel Solutions Resource

For a fixed annual price we can also provide our insurance backed Personnel Solutions Resource product which provides:

Expert telephone and email advice from our employment team (and confirmation in writing if requested)

Regular email updates to ensure you keep up to speed with significant changes to employment law

Annual review of all your contracts of employment and employment policies

Insurance providing cover (subject to conditions) of up to £100,000 per claim inclusive of any award made against you together with legal fees incurred

For more information on the employment team, including any information on the services the employment team at Paris Smith can provide, please contact Clive Dobbin on **023 8048 2370**.

Fees

We understand that costs are a major concern, and we ensure that our charges are clear. We provide information on our charges before work begins, with our letters of engagement setting out the work involved and the fee basis, as well as dealing with other relevant or critical issues.

 Paris Smith



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