



With Andrew Heathcock,  
PARTNER, Paris Smith



## Resources

The papers are full of reports of businesses shedding labour in the teeth of the recession. Journalists seem to enjoy producing lists of job losses and repeat and lengthen those lists as time goes by. I guess it produces as easy solution to filling those column inches.

In our so called "knowledge based" economy human capital is often the largest resource that any business has and reductions may be needed if that business's projected income is insufficient to pay for all those resources to remain in place and make a profit.

Employment legislation now sets out a well defined path to follow which promotes an open mind and consultation before any final decisions are taken resulting in job losses and, I am pleased to say, clients seem very aware of the need (and benefit) of following the legal path, not only in terms of due compliance but also in the suggestions that these consultations can uncover.

Every management team understands the need to balance an immediate requirement for a drop in expenditure with a desire to maintain as full a complement as possible to take advantage of the upturn when it comes. If only we knew when that upturn was coming our life would be so much easier.

Our 6 strong employment team is, unsurprisingly very busy at the moment helping to guide businesses through the process and are used to providing advice at short notice. I guess it proves the old adage that "it is an ill wind that blows nobody any good" but I must say I would much prefer my employment team to be advising businesses which are expanding and taking on more staff and I hope that that reality is not too far away.

For further information please contact any of the following:-

**Clive Dobbin - 023 8048 2370**

**David Roath - 023 8048 2238**

**Stephanie Merritt - 023 8048 2364**

**Susy Perry - 023 8048 2331**

**Andrew Browning - 023 8048 2121**

**Kathryn Casey-Evans - 023 8048 2361**

# We mean business

## Paris Smith

The Region's Premier Solicitors

**Number 1 London Road, Southampton  
Hampshire SO15 2AE**

**Tel: 023 8048 2482 Tel: 023 8063 1835**

DX 38534 SOUTHAMPTON 3

Email: [info@parissmith.co.uk](mailto:info@parissmith.co.uk)

**[www.parissmith.co.uk](http://www.parissmith.co.uk)**