



Employment law for business

We are able to assist you across the full range of employment law issues. We prefer to work with businesses at an early stage to prevent issues before they become contentious or litigious but are able to support businesses in the event Employment Tribunal or Court claims are brought. Our areas of expertise include:

- **Complex redundancy and restructuring programs**

As well as legal advice and guidance we offer added value services such as financial cost scenario modelling, financial projections, redundancy consultation process management and delivery (through our human resources service Kent HR – please visit www.kenthr.co.uk for more information) and outplacement services.

- **Transfers of Undertakings (“TUPE”)**

including changes of contractor or sale or purchases of a business or part of it. We offer services ranging from legal advice and guidance on the process, warranties and indemnities and due diligence enquiries through to full management of the process including consultation meetings.

- **Litigation**

We handle both Employment Tribunal and civil court claims relating to employment. We offer a range of service delivery approaches that can be tailored to your business needs, skills, internal resources and capabilities, enabling you to control costs.

- **Contracts and competition**

We draft contracts and consultancy agreements ranging from basic terms and conditions of employment intended to apply to thousands across national businesses with high turnover and regular production and amendment requirements through to one off bespoke executive service agreements containing packages worth millions. We also advise on and draft bespoke restrictive covenants and competition provisions to protect a business from unfair competition and where necessary litigate breaches in the civil courts. We offer a range of pricing options to prepare or review contracts for legal compliance and human resources best practice. If you are considering amending or updating your contracts or need a bespoke contract or bespoke competition protection speak to us about how we can assist you.

- **Industrial relations (Unions)**

We have extensive experience of negotiating collective agreements, agreements short of full recognition, pay bargaining, threats of industrial action and compulsory recognition applications with the Central Arbitration Committee.

- **Exits and settlement agreements**

Sometimes an employee just has to go. We are experts in planning, costing and carrying out exits under Settlement Agreements. We will work with you to understand the key aims and concerns



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and to plan a managed exit process.

- **Discrimination, discipline, dismissals and grievances**

We are, as you would expect, able to assist you with the full range of discrimination, discipline and dismissal matters that can arise. Our assistance can be tailored from a simple sounding board, sense check, through the full active management of the investigation and hearing of any disciplinary or grievance case (including full investigation or hearing services in conjunction with Kent HR).

- **Policies and procedures**

We provide a range of services to assist with you producing, amending, compliance checking and updating the ever increasing number of employment policies and procedures. We offer fixed price policies, policy reviews and legal compliance audits.

- **Employment law training**

We offer a wider range of training services ranging from bespoke in house, training to regular legal updates, skills training and online webinars.

- **Brachers Protect**

Brachers Protect is insurance against employment claims and costs with a difference.

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"Its 'highly professional and knowledgeable' team is led by the 'thorough and friendly' Catherine Daw."

The Legal 500

Meet the team



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