

Employment Law Service



At Heckford Norton we are pleased to act for both employers and employees alike.

For employers:

Employment Law changes more rapidly than any other area of law relevant to running a business. So let Heckford Norton help you keep up to date.

When it comes to employment law problems, from disciplining a junior employee to major issues such as employment considerations on the sale or acquisition of a business, Heckford Norton have the expertise. We can advise you on the law, how to use it to your advantage and how to ensure you comply with your legal obligations.

For example, we regularly assist clients on the following matters:

- 1 Contracts of employment
- 2 Disciplinary and grievance procedures
- 3 Dismissals
- 4 Redundancy
- 5 Compromise/settlement agreements
- 6 Discrimination issues
- 7 Employment tribunal claims
- 8 Enforcement of restrictive covenants

When it comes to protecting your business from potential employment claims, a major advantage can be gained by ensuring you have in place good and workable policies and procedures on a variety of issues.

Including:

- 1 Discipline and grievances
- 2 Sickness/absence
- 3 Pensions
- 4 Whistleblowing
- 5 Bribery
- 6 Data protection
- 7 Health and safety
- 8 IT and communications
- 9 Social media use
- 10 Maternity leave
- 11 Parental and adoption leave
- 12 Flexible working
- 13 Disability
- 14 Discrimination
- 15 Equal opportunities
- 16 Harassment

We can provide you with all such policies and procedures, and work with you to ensure that they meet the requirements of your particular business.

For employees:

Settlement agreements

Jobs can come to an end for a variety of reasons, and commonly a Settlement Agreement (or compromise agreement) is used to achieve a termination of employment on agreed terms. Essentially such an agreement consists of the employee agreeing to give up the rights to bring claims in an Employment Tribunal or Court in return for a payment of compensation for loss of the job, but there will always be other provisions to be carefully advised on. Indeed the law is that such agreements are not valid or enforceable unless the employee has first had independent legal advice on the full terms and effect of the agreement and on how it affects their right to go to a Tribunal. We can provide that independent advice. In most cases the employer pays the full cost of that advice. We can also assist you in negotiating the terms of an agreement if you are unhappy with the terms first proposed.



Contracts of employment

We can also advise on a proposed contract of employment offered by a new employer, to ensure that you are fully aware of the terms you may be agreeing. Beware, for example, of onerous restrictive covenants that could severely restrict your options following termination of that job. If such restrictions go too far, they could be unenforceable. We can advise you if that is likely to be the case.

Discipline and grievances

If you are facing disciplinary proceedings or are unhappy with how your employer is behaving towards you, we can guide you through the necessary procedures, and advise on your tactics and options. We can also take matters up with your employer on your behalf.

Tribunal claims

Sometimes employers do not follow the law as they should, and you may have suffered discrimination, bullying or harassment, or you may have been dismissed without the required procedures having been complied with. We can advise you on your rights, and if necessary we can act for you in proceedings before a court or Employment Tribunal.

Whatever your needs in respect of employment law issues, Heckford Norton are there to help you.