

## Employment

Strategic employment advice makes a key contribution to any business and assists in planning and decision making.

By working closely with clients we provide an early advisory role which helps to maintain business stability and prevent costly claims and litigation.

We provide a value-for-money, partner-led service and advise on all contentious and non-contentious employment and partnership matters.

Areas on which we advise include:

- **Business reorganisations and the transfer of undertakings regulations (TUPE)**
- **Collective consultation processes**
- **Constructive, wrongful and unfair dismissal claims**
- **Data protection**
- **Discrimination and equal pay claims**
- **Due diligence and employment issues arising in mergers and acquisitions**
- **Employment contracts and employee handbooks**
- **Employment insolvency issues**
- **Financial Conduct Authority and regulatory matters**

- **Implementation of and training on company policies and procedures**
- **LLP agreements and unlimited partnerships**
- **Outsourcing**
- **Partnership disputes**
- **Protection and enforcement of confidential information and post-termination obligations**
- **Redundancy advice and claims**
- **Senior executive packages**
- **Whistleblowing.**

In situations involving mergers and acquisitions, we work closely with the firm's Corporate & Commercial team to provide a broad range of commercial and litigation services. We also offer global clients a global service through an international network of contacts and have a full understanding of cross-border and cultural issues. Above all, we work with you to facilitate solutions and achieve your objectives whilst providing a clear and competitive cost structure.

Our clients include large multinationals, start-ups, SMEs, senior executives and insolvency practitioners.



'They have an outstanding practice and give their clients the Rolls-Royce service.'

Chambers UK 2019

## Examples of our work

### Advice to Businesses

- Successfully representing a corporate client in the pharmacology sector in the defence of a claim for sex discrimination arising from a refusal to grant a request for flexible working following maternity leave to include the successful defence of two applications to the Employment Appeal Tribunal (EAT).
- Advising on day-to-day employment issues arising with a 24 hour workforce to include advice on long-term ill health absences, the implementation of changes to terms and conditions across the workforce, grievance and disciplinary issues arising, working time regulations and holiday issues arising with a shift and overtime workforce and all other day-to-day advisory requirements.
- Providing regular employment law advice to a financial services company in relation to TUPE issues, restructuring and redundancies, and the exit of a number of senior managers under settlement agreements.
- Advising on TUPE in multi-party cross-border acquisition in the hotel and leisure sector.
- Advising on collective redundancies in respect of a plant closure with a highly unionised workforce in the industrial sector.
- Advising an AIM listed company on Board Room disputes.
- Assisting a start-up education and training company with consideration of employment status issues and the drafting of contractual documentation for its consultants.



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‘The team has excellent communication and case management skills’

Chambers UK 2019

‘Edwin Coe LLP is unparalleled in its ability to make the client feel valued.’

Legal 500 2019

‘They were really responsive, got to know the fabric of our organisation and gave solid, timely advice.’

Chambers UK 2017

- Advising on data protection issues arising with employees including cross-border transfers of data, including sensitive personal data.
- Providing regular employment law advice to the UK subsidiary of a multinational pharmaceutical company including advice on redundancies and restructuring, and preparation of comprehensive contractual documentation and policies. Advising on the defence of complex proceedings involving breach of contract, unfair dismissal, discrimination and whistleblowing issues in which the breach of contract, discrimination and whistleblowing proceedings were successfully struck out.
- Providing regular TUPE related advice to a Company which provides outsourced services to professional clients.
- Advising employment agencies and businesses on relevant regulations and terms and conditions with clients and workers.
- Advising on the status of workers, employees and freelance consultants and issues arising in relation to National Minimum Wage and Working Time Regulations in the hotel and hospitality sector.
- Advising a senior executive based in London employed by an overseas company who was, for the third time in as many years, passed over for promotion in favour of a national from the overseas parent company. Ultimately securing a settlement sum for just under seven figures.
- Acting for a global senior executive of a multinational bank pursuing claims for unfair dismissal and disability discrimination, asserting claims for in excess of £4 million.
- Advising a number of individuals on a successful team move from their existing consultancy to a competitor, to include general strategic advice including the taking of indemnities from the prospective employer.
- Acting for one of four defendants in a High Court “team move” trial [*Lonmar Global Risks v West and others* EWHC 2878 (QB)].
- Acting for Claimants in a group action against a major international financial institution in claims for breach of contract.
- Acting for a Divisional Managing Director in a household name bank and successfully negotiating his exit which included considering claims for unfair dismissal and age discrimination. The claims were successfully settled by a settlement agreement.
- Acting for a senior ex-pat executive in a London auction house and successfully negotiating an exit under a settlement agreement.
- Successfully representing senior executive who was awarded over £1 million in compensation claim for whistleblowing claim.

#### Advice to Individuals

- Representing a senior corporate lawyer in private practice in a claim for unfair dismissal and sex discrimination arising from the termination of her employment following her return from maternity leave. Securing a substantial six figure settlement.

## Our Team



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