

Employment Law



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All the support you need

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Employment law regularly undergoes change. It is vital that employers remain up-to-date with current legislation, and that employees receive good legal support if they are treated unfairly at work.

Atherton Godfrey's Employment Law team offers expert services for both employers and employees. We are proud to be one of the region's leading firms in this highly specialised area of law.

Our experienced team can help employers react to changes in legislation in a range of important ways including: reviewing or drafting employment contracts and compromise agreements, liaising with trade unions, and providing advice and representation at tribunals.

We also specialise in acting for individual employees. We can offer legal support and advice to clients who may have suffered unfair treatment at work. Perhaps you have been unfairly dismissed, forced to leave your employment because of intolerable conditions, or have been discriminated against because of your sex, race, religion, age or sexual orientation.

Atherton Godfrey has the experience necessary to offer you all the legal advice you need, and to vigorously pursue your claim on a 'no win, no fee' or fixed fee 'menu pricing' basis. We can make the law work for you in an affordable way.

For more information or to discuss in confidence how our Employment Law team could help you, please don't hesitate to get in touch.



## A guide to our Employment Law service

We aim to remove much of the uncertainty and worry about making a claim. Our guide answers some of the most frequently asked questions, and we will be glad to discuss any specific issues with you in confidence.

### What kind of claim could I make?

The most common claim is for unfair dismissal, but employees can also claim for discrimination on the grounds of sex, race, religion, disability, age or sexual orientation. We also handle claims for unlawful deduction from wages, failure to provide a statement of the main terms of your employment, and for claims under the Minimum Wage Act.

### How do I know if I qualify to make a claim?

This depends on your individual circumstances, which we will assess with you. However, there are clear rules relating to the qualifying period:

- For an unfair dismissal claim you must have been employed for 12 continuous months.
- For redundancy payments you must have been employed for two continuous years.
- There is no qualifying period if you are dismissed for standing up for your rights under the Minimum Wage Act, the Working Time Regulations or for Health and Safety reasons.
- Similarly there is no qualifying period for claims of discrimination.

### How quickly must I make my claim?

Most claims must be lodged at the tribunal within just three months of the complaint arising, so don't delay.

### Does Atherton Godfrey offer a 'no win, no fee' service?

Yes we do. In suitable cases we will act for clients on the basis that if we lose, you do not have to pay for our time, and if we win, we are paid a pre-arranged fixed percentage of any compensation awarded.

### How long will it take?

Typically a case in the employment tribunals will take between three and four months to complete.

### Employers

Employers often fall foul of employment law because of its complexity, and because changes to legislation may not have been taken on board.

Atherton Godfrey can help you to avoid costly mistakes simply by reviewing and redrafting your documentation to ensure it complies with current regulations. A small amount of legal advice when an employee joins your company can save thousands of pounds when they leave.

### We can help with:

- Drafting employment contracts or reviewing existing ones
- Advising on, and drafting, compromise agreements
- Assisting, advising and representing you at employment tribunals
- Liaising with ACAS and trade unions
- Providing training and seminars on essential employment issues to you and your staff

## Atherton Godfrey provides all the support you need on legal matters

- Commercial law • Clinical negligence
- Employment law • Family law • Family mediation
- Personal injury • Residential property



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