

EMPLOYMENT LAW

Expert legal advice, support and guidance for your Employment Matters



CALL US ON 0800 999 4437

Are you concerned that employee issues are distracting you from the day to day running of your business?

If so, we would like to speak with you.

We understand that dealing with employment matters can be costly, time consuming and stressful as well as having a potential negative impact upon the reputation of a business. We are here to help you lighten this burden and enable you to focus on the other priorities within your business.

Employment law is an ever changing and complex area and taking our expert advice will help you cut the risks of inadvertently breaking employment laws and facing costly consequences. Our experienced practitioners currently provide support to a wide spectrum of businesses, no matter their size or sector, offering pragmatic yet cost-effective solutions to all workplace issues.

Unlike many others providing advice on employment law, the advice we provide attracts 'legal privilege', meaning it is not disclosable to your employees should a dispute arise.

The same assurances are not often given by others giving advice such as HR professionals.

We do not require a regular monthly payment to seek our advice. In fact, the majority of our clients work on a 'pay as you go' basis where they are free to call upon us whenever they require, whether that is three times in a day, or three times in a year.

We offer a FREE initial consultation giving you the opportunity to speak with one of our legal experts.

To arrange your FREE consultation call us today on 0800 999 4437 or email: enquiries@parfittcresswell.com

Alternatively, scan the QR Code below to arrange your appointment via our website.



How we can help your business

Why do I need an employment lawyer?

Employment law is constantly evolving meaning that even well-intentioned employers can easily find themselves on the wrong side of the law when dealing with workplace issues. Having someone on your side who is experienced in the latest employment law developments will provide you with the support you need, no matter the size of your business. We are experienced at helping all types of business, from start-ups and small businesses where we work directly with the business owners/managers, through to more established employers where we advise the HR managers/teams directly on matters as and when they need further support.

Starting employment

We provide employers with appropriately tailored documents that they will require when taking on employees including contracts of

employment, offer letters, staff handbooks and bespoke policies and procedures. Whether you are taking on your first employee or looking to increase the size of your team, we ensure you have the most appropriate documents for your business going forwards.

During employment

We can help you with all the day-to-day issues that may arise with your employees during their employment with you.

This includes taking disciplinary action, dealing with grievances raised by employees and instigating performance management processes, as well as the multitude of workplace issues that may arise such as dealing with complaints of discrimination/unfair treatment/bullying & harassment, flexible working and family right requests, holiday and working time issues. We are also able to assist if you wish to amend the terms and conditions you already have in place.

Ending employment

Should it become necessary to terminate

the employment of one or more of your employees, we are also able to support you in doing this. During the running of your business, it may become necessary to consider making redundancies or consider dismissing an employee due to misconduct or poor performance. Whatever the reason, and whatever challenges your business may raise in the future, we will be there to guide and support you.

After employment

No matter what process an employer has followed in dismissing an employee, sometimes an employer will discover that an employee has decided to launch employment tribunal proceedings against them.

We help employers robustly defend these claims and offer practical and commercial advice on defending/settling the matter appropriately. We also help employers deal with ex-employees who are potentially damaging the business by approaching clients/ staff or disclosing confidential information.

Scan the QR Code below to visit our website and contact us.



Parfitt Cresswell Solicitors

With you every step of the way

Working together for you

Our Services:

Family Law

Wills, Probate, Trusts and Tax Planning

Lasting Powers of Attorney

Elderly Client Services

Property & Conveyancing

Commercial Property

Business Law

Employment Law

Dispute Resolution



To find your nearest office scan the QR Code:

**HELPING YOU WHEN YOU NEED IT MOST
CALL US ON 0800 999 4437**

**Charles Coleman & Co., Colemans, Copley Clark, Jevons Riley & Pope, Keene Marsland,
Max Barford & Co. and Parfitt Cresswell are trading names of Parfitt Cresswell Ltd**

Parfitt Cresswell Ltd is authorised and regulated by the Solicitors Regulation Authority No. 8003996