

EMPLOYMENT LAW

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MOORE BLATCH
solicitors

Support when you really need it

As an HR professional in a large organisation, you'll take day-to-day employment issues in your stride. However, there will be times when you're faced with difficult or unusual problems – times when you need expert legal advice.

The Moore Blatch Employment Unit provides HR practitioners with a resource of legal expertise and practical advice. We understand the pressures under which you operate and the difficult situations you sometimes have to manage.

Our aim is to support you as an HR professional and to improve the effectiveness of HR within your organisation, thereby contributing to the overall success of the business.

We provide:

Commercial advice – practical and commercially sound solutions

Accessibility – just pick up the phone and we're there for you

Speed of response – for when you need help NOW, if not yesterday

A leading firm in Employment Law

We are a successful full service law firm with offices in Southampton, Lymington and London, serving clients all over the UK. Endorsed as a leading firm in Employment by Chambers, we are also listed as a 'law firm to watch' in the Rising 50. We hold Investor in People accreditation and ISO 9001. Our well respected Employment Unit provides the expertise and speed so often required in difficult HR situations.

Understanding your needs

Most of our clients are larger employers. But no matter what their size, we find that communication is key to maintaining successful relationships. We strive to understand your business, its priorities, its ethics and its people, so we have the necessary insight to give informed advice quickly.

advising on TUPE, collective redundancies and due diligence.

We negotiate and draft the employment aspects of sale and purchase agreements, indemnities and warranties. We also advise on the consultation and communication process - which is key to success - and assist in the harmonisation of contractual terms post acquisition.

Contracts

advising on contracts

A sound investment

Whether your entire suite of contracts needs reviewing, or you need advice on drafting senior executive service agreements, we can help. Often the more senior the executive, the more it needs to be tailored to the needs of the business. A well drafted contract is an investment that pays dividends.

Business transfers Acquisitions, disposals and mergers

Getting the deal right

We deal with all aspects of employment law arising from acquisitions, disposals and mergers,

HR procedures **Policy and procedures**

Keeping you ahead of the game

By interpreting the implications of new and proposed legislation, we help you to anticipate and meet the future requirements of your business. We advise on creating and refining employment policies and procedures in line with new legislation and on training your managers in the use and application of these procedures - ensuring you are ahead of the game.

We can advise on the best tactics to adopt in order to achieve the desired result. We can also negotiate and draft the severance agreement.

Discrimination

The rising tide of discrimination

Race, sex, disability, sexual orientation, religion or belief, and age

You will be well versed in the issues surrounding equal opportunities in the workplace, but in view of the new forms of discrimination now arising, it is important to ensure your policies are current, understood and effective.

Disciplinary **Difficult cases**

Spotting the pitfalls

We know that you handle a wide range of disciplinary issues on a daily basis, but there will be times when our legal expertise and experience can help you solve the sensitive cases such as senior management performance, bullying, harassment and sickness management - to name just a few.

Dismissals **High risk dismissals and crisis management**

Termination of employment is usually a matter of procedure - BUT, there are occasions when strategic advice is more important.

Support **When you really need it**

- Implementation of change/restructuring/redundancy programmes
- Acquisitions, disposals and mergers
- TUPE
- Boardroom and shareholder disputes
- Performance, disciplinary grievances and related issues
- Termination of employment
- Severance terms
- Enforcing restrictive covenants
- Employment Tribunal and High Court claims
- Preparation and revision of contracts, handbooks and policies
- Pensions, share options and bonuses
- Discrimination issues
- Tailor-made training services and risk & crisis management
- HR consultancy and practical hands-on advice

in the working environment. We don't just advise what should be done - we can implement it as well.

On your behalf, we can handle disciplinary meetings and dismissals and manage issues such as sickness absence and the redundancy process, from the consultation procedure to providing outplacement and job search support. We can even run training programmes for your staff. All of which gives you more time to achieve your key HR objectives.

HR consultancy and support

HR departments can become overstretched. To help in these situations, our Employment Unit includes an HR specialist. The service focuses on the practical implementation of best HR practice

Moore Blatch services

For Business

Commercial Property
Corporate & Commercial
Credit Management
Defendant Insurance Services
Dispute Resolution
Employment
Health, Safety & Environmental
Insolvency & Business Recovery
Intellectual Property
Land Development
Marine
Professional Negligence
Transport

For Individuals

Clinical Negligence
Disputes & Court Work
Employment Problems
Estate Management
Family & Divorce
Notarial Services
Personal Injury
Powers of Attorney
Residential Property
Services for the Elderly
Tax Planning
Tax & Trusts
Will & Probate

To find out how we can help please contact
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Moore Blatch holds Investor in People Accreditation
Moore Blatch holds ISO9001 Certification for its legal services

The firm is not authorised under the Financial Services and Markets Act 2000 but is able in certain circumstances to offer a limited range of investment services to clients because we are members of the Law Society. We can provide these investment services if they are an incidental part of the professional services we have been engaged to provide.

Regulated by the Solicitors Regulation Authority

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