

Employment Law for Businesses



Forrester Sylvester Mackett

SOLICITORS

What matters to you matters to us



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Matthew joined the firm as a graduate trainee solicitor in 1993 and qualified in 1995. He undertakes a wide range of work, including civil and family dispute resolution as well as employment law. His broad experience helps him devise creative and cost-efficient settlement solutions.

He is also the firm's finance partner and thoroughly enjoys helping to run the business.

Forrester Sylvester Mackett provides the full range of employment law services.

We have experience of representing both employees and employers so we are perfectly positioned to provide you with expert and sensible advice on various employment law and human resource issues including:

- Employment Disputes
- Constructive Dismissal
- Unfair Dismissal
- Redundancy
- Discrimination
- Settlement Agreements
- Employment Tribunals
- Contracts of Employment

You will be aware that your obligations to your staff are onerous and ever changing. Prevention is better than cure so we see our task as helping our business clients ensure that problems do not arise in the first place. We have to be realistic however, and accept that even the best employers have to deal with employment issues. When that happens we see our task as helping you to deal with these difficulties quickly and commercially.

You may just be simply looking for:

- Reassurance you are dealing with matters correctly; or
- General advice about the best way to deal with an employee's rights

Our expert team is happy to provide that advice to our clients quickly and efficiently and in a cost effective way.

Employment contracts, policies and staff handbooks

We can:

- Help ensure you have appropriate contracts and procedures in place
- Give practical advice on implementing those procedures and keeping them updated

Complaints and disciplinary issues

Staff grievances and disciplinary matters can:

- Drain your business' resources and time
- Cause considerable tension and disruption if they remain unresolved
- Put you at risk of possible claims for damages

Even with the best of intentions, employers without proper guidance can get it wrong. We can provide timely and helpful advice on all elements of disputes with employees, helping to take the heat out of the situation and implement long-term strategy for resolution. Our advice is practical and aimed towards allowing you to resolve these problems fairly, sensibly and quickly.

Tribunal claims

Even with the best policies and procedures in place, tribunal claims are an inevitable risk for any business. We can represent you and help resolve matters sensibly and cost effectively, whatever the claim. This includes:

- Unfair dismissal
- Discrimination
- Stress claims

Our main aim is to help you negotiate a settlement to your dispute with your employee. If that fails then we protect our clients through representation at employment tribunals. A thorough and properly prepared defence, delivered by one of our employment law experts will give the very best chance of a successful outcome.

Forrester Sylvester Mackett fully appreciates that dealing with an employee who is determined to extract sometimes very significant compensation from an employer is frustrating and stressful. That is why our advice is aimed at the most practical way of dealing with employment disputes as quickly, efficiently and cost effectively as possible.

We particularly specialise in advising business clients:

- On the tactics of dealing with disputes with their employees
- Whether or not to fight claims before the Employment Tribunal or to settle by way of compromise

Our aim is always to ensure the best possible outcome for your business.

Redundancy and restructuring

We have supported clients through small-scale redundancy initiatives up to more complex restructuring of large workforces. We can provide the precise legal advice that is necessary and, if required, will also provide strategic input on planning and implementation. We will also provide you with all documentation, such as letters to employees, and guidance on how best to communicate when restructuring your business.



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