

Employment Law for Individuals



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.

However complex or daunting the dispute with your employer may be, we are here to help you. Our experts have helped hundreds of employees.

We will give you timely and practical advice, explain your rights in plain language, how you can use them to your advantage, and help you decide on the best course of action.

We advise employees on all aspects of their employment rights.

These areas are technically complex and continually changing, so we aim to keep you updated in all legal developments affecting your rights.

Areas that we cover include:

- Employment Disputes
- Redundancy
- Discrimination
- Contracts of Employment

Have you lost your job?

If you have lost your job our specialist employment lawyers can advise you on your rights and remedies.

We can negotiate with your employer to try and resolve the matter successfully for you. If this is not possible we act for you in the Employment Tribunal.

Are you facing redundancy?

The threat of redundancy is an unfortunate fact of life for most of us especially in these difficult times. At Forrester Sylvester Mackett we understand that a redundancy is about more than just losing your job.

We provide specialist redundancy advice to you, particularly on whether or not the redundancy is fair. In addition we can advise you on:

- Compensation
- What you can expect to receive as a result of your redundancy

Our Employment Law advice is always::

- Pragmatic
- Sensitive
- Designed to resolve redundancy situations as quickly and painlessly as possible

Are you unhappy about the way you are being treated?

Many people suffer problems at work without realising that they have legal redress. This can range from harassment and bullying to unfair allegations of poor performance or misconduct. We advise many employees who find themselves facing these difficulties.

We provide practical and hands on experience, advice and assistance. This can range from a simple telephone conversation to representing you at an Employment Tribunal. We are also happy to act in mediation between employers and employees.

If you are facing problems at work, then do not suffer in silence. We can advise you about your rights and remedies.

Have you been offered a Contract of Employment?

Starting a new job is an exciting experience. However, it is crucial that you understand what you are agreeing to when you sign up to the employer's contract of employment. These can often be lengthy and difficult to understand.

We can:

- Discuss the meaning and impact of the terms of the proposed employment contract
- Assist in renegotiating Contract terms

Employment tribunals

We always try to resolve disputes at an early stage without starting legal proceedings. However, we recognise there are occasions where this is the only viable option.

Where litigation is unavoidable, we can draw on extensive experience of dealing with claims in the Employment Tribunal and County Court.

Settlement agreements

A Settlement Agreement (also called a Compromise Agreement) is a legally binding contract where you agree not to make a claim against your employer in return for a financial settlement.

Employers often use Settlement Agreements if someone's employment is being terminated by agreement or to settle a dispute. It is compulsory to take independent legal advice before the agreement becomes legally binding. Your employer will usually pay your legal costs.

If you have been offered a Settlement Agreement, we will give you expert help and advice. If necessary, we will negotiate on your behalf to seek to improve the terms of the settlement. We recognise the importance of achieving a severance payment reflecting your achievements, as well as the freedom to continue working in your industry without excessive restrictions.

Whatever your situation, our aim is to always protect your interests and to avoid lengthy or prolonged legal debates. In dealing with employees, our view is that resolution needs to be brought quickly and as cost effectively as possible.



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