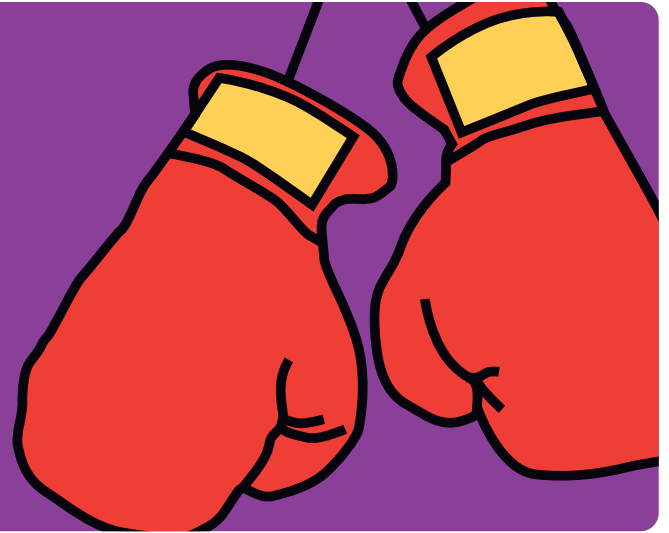


DAVIS·BLANK·FURNISS

Defending your corner when you need it most.

Employment issues



Whether you work to live or live to work, your job is no doubt a major part of your life, so any problems that arise will have a significant impact on your day-to-day existence, either financially, emotionally or both.

Employment legislation is a minefield, so you need a practised guide to tell you exactly what's what and where you stand. We're ready with a shoulder to lean on, as well as straightforward advice, to give you the support you need to resolve any issues.

Our expert services include:

- > Compromise agreements
- > Unfair dismissal
- > Discrimination
- > Disciplinary hearings or misconduct allegations
- > Grievances
- > Performance management procedures
- > Bullying and harassment
- > Changing terms and conditions/breach of contract
- > Tribunal claims and representation
- > Maternity and family leave
- > Flexible working

Redundancy

Get legal advice to make sure your redundancy is fair, legal, and handled appropriately.

If you've been made redundant, you face a period of financial uncertainty (and emotional turmoil), so you need to make absolutely sure that your employer is being fair.

Some will try to pull the wool over employees' eyes, dismissing people unfairly or not giving them the settlement they're entitled to. And many get away with it because the employee hasn't sought legal advice and doesn't know what their rights are.

We know all the ins and outs of employment law, so know exactly what regulations and procedures employers are bound by. For example, employers must issue employees with a warning of potential redundancy, then have a period of consultation. They must also take reasonable steps to re-deploy, give the redundancy pay due and give the correct amount of notice. The selection process for redundancy must be fair and must not be based on gender, race, disability, religion, previous conflict or type of contract.

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We can advise you on whether your dismissal or redundancy is fair, and whether it's been handled appropriately. We can also advise you about redundancy payments and what you're entitled to.

With us on your side, you can at least be sure that you have reliable and trustworthy representation from someone with your best interests at heart.

Compromise agreements

Don't sign a Compromise Agreement without getting legal advice first.

A Compromise Agreement is a settlement between an employer and an employee who has been dismissed or made redundant, to resolve a dispute. The employer often offers financial compensation if the employee promises not to bring an employment claim against them.

The advantage, for both parties, is that the matter is resolved quickly, without having to resort to long, complex and expensive litigation.

However, before you sign anything, you need to get sharp and attentive legal advice from a solicitor who knows what to look for and knows how to negotiate the best possible settlement for you.

The first thing to do is arrange a free, half hour consultation with an employment solicitor from Davis Blank Furniss, and we'll give you the best possible advice on where to go from here.

For further information or a non obligation chat please contact **Shiva Shadi**, Partner on **0161 832 3304**, email **shiva.shadi@dbf-law.co.uk**

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