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–Let’s talk about

Employment

The Pitmans’ Perspective on: *Employment*

“The greatest achievement of the human spirit is to live up to one’s opportunities and make the most of one’s resources.” – Vauvenargues, Marquis de

What we do: We manage and enhance employment relationships in recruitment; immigration; business reorganisations; collective consultation; discipline and grievance, outsourcing; compromise agreements and severance packages.

Who we act for: Employers, managers and owner managers, law, pension and HR departments, directors, shareholders and senior employees.

Our expertise: We guide clients through all aspects of the employment relationship, providing practical and strategic advice tailored to our client’s culture and business, and keep them up-to-date with regular e-alerts.

Our service: We give clear, concise employment advice in the following areas:

Employment dispute resolution - Our work includes high value and sensitive commercial disputes, unfair dismissal, whistleblowing, discrimination, boardroom and shareholder disputes and obtaining or defending applications for injunctions in relation to restrictive covenants, confidential information or intellectual property. We represent clients in mediations, the employment tribunal and in the High Court.

Employment incentives - We work closely with our Pensions Department. We also advise on drafting and disputes relating to share schemes, long term incentive schemes and cash and share bonus schemes.

Employment transactions - We advise on the employment implications of the termination of commercial contracts, share or asset sales and business recovery sales.

Employment support - We provide clients with a full menu of HR support to manage employees and any risks associated with employing employees in the UK. Whether you’re a start-up, or are well-established.

How we are different: We have the experience and judgment to advise commercially across the full range of employment issues from advice to the High Court. We have the tools to enable clients to manage risks and costs independently: The Pitmans Employment Protection Scheme provides an audit, a telephone helpline and insurance for the costs of an employment dispute and awards. HR Partner is our highly flexible web-based personnel file and staff management service for managers. HR Partners’ Manager’s Toolkits take managers through the day-to-day employment processes. Finally, to form even closer relationships with our clients, we hold regular seminar programmes, audits, workshops and in-house training sessions.

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