

Employment Problems

Employment for Business

Employment law is becoming ever more complicated, particularly as it has to accommodate European directives, UK legislation and regular decisions emanating from Employment Tribunals and the higher courts. The best way to limit your business's exposure to costly and potentially damaging disputes is to ensure that you have sound contracts of employment and personnel management systems in place.

Butcher Andrews offers sensible, practical and cost effective guidance in all areas of employment law. We can also help you to establish procedures and policies which enable you to successfully navigate the legal complexities. Our expertise covers all aspects of employment law, including :-

- ❖ Contracts of employment
- ❖ Staff handbooks
- ❖ Disciplinary and grievance procedures
- ❖ Maternity rights and flexible working
- ❖ Discrimination
- ❖ Redundancies
- ❖ Business transfers
- ❖ Dismissals
- ❖ Compromise agreements

We provide expert advice to employers when faced with potential or actual claims and, if necessary, legal representation at Tribunal.

Butcher Andrews also offers business audits which analyse your existing contracts and procedures. We will discuss our findings with you and, where necessary, propose changes to minimise your exposure to claims.

Employment Relations

**1 Old Post Office Street
Fakenham Norfolk NR21 9BL
Tel: 01328 863131**

**15 Market Place
Holt Norfolk NR25 6BE
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BUTCHER • ANDREWS
Solicitors

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Employment for Individuals

Do you need advice on your contract of employment or a compromise agreement?

We can advise you on your rights and obligations, whether financial or otherwise, in clear and unambiguous terms.

Do you have any concerns or grievances about your current employment?

We offer confidential advice and help in resolving problems. We use a reasoned and no-nonsense approach .

Are you facing disciplinary action?

We can discuss matters with you and offer practical guidance and reassurance.

Is your employer considering redundancies?

We will explain all aspects of the redundancy process and give expert advice on your own position.

Are you unsure of your employment rights?

We will explain, in a straightforward but comprehensive way, your legal position. We will present solutions to any problems and advise you as to the best way forward.

Should you feel that your only option is to bring a claim in the Employment Tribunal, we can advise and represent you.

For further advice and information, or to arrange an initial free half hour consultation, call Jennie Borgnis on 01328 863131.



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