

Employment Newsletter



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A WARM WELCOME

Hello and welcome! This is the first issue of the new Employment Newsletter at Butcher Andrews Solicitors. By way of introduction, I am Natalie Smith, the Firm's new employment solicitor, having joined the firm in October 2022 from a regional firm in Norwich. I qualified as a solicitor in May 2020 having gained valuable experience working in employment law for 7 years.

I pride myself on offering straightforward advice to clients and promote a pro-active approach to tackling employment issues. I am known by my clients as approachable, knowledgeable and always willing to go above and beyond.

Here at Butcher Andrews Solicitors, we offer a wide range of services to suit all your business needs. Currently operating out of offices in Fakenham and Holt, we are able to support businesses in Norfolk and beyond.

EMPLOYMENT CONTRACTS

The Employment Contract is the crux of the employment relationship, the agreement which governs and defines the relationship you have with your employees. The employment contract is one of the first documents any employment Solicitor would ask to see, and for good reason. It is the starting point of the relationship and any dispute will almost certainly involve an aspect of the contract, be that an express or implied term.

The Contract itself helps to establish the employment status of the individual. Are they an employee, a worker or a self-employed contractor? The answer, derived from the Contract, then triggers a set of rights which the individual is entitled to. It is important that you understand each employment status and the legal benefits that apply to each.

For several years now, the Employment Tribunals and Courts have sought to deal with the issue of employment status. We have had numerous high profile cases including UBER drivers, Pimlico Plumbers and Deliveroo. Driven by the changing nature of the "gig economy", these cases show the minefield that is employment status in UK law. It's important to understand that these cases are highly fact sensitive and should you need assistance with your staff's employment status, it is best to seek professional advice.

Additionally, due to changes to the Employment Rights Act 1996, any workers or employees who began employment after 6 April 2020, must be provided with a written statement of employment particulars on the day they start. Employers are therefore under an obligation to provide the prescribed information to their employees and workers.

INSIDE THIS NEWSLETTER

1. Employment Contracts
2. Written Statement of Employment Particulars
3. Helping staff with the cost of living crisis

COMING UP:

- 18 November 2022 –Come and see us at the Holt Christmas Light switch on.
- December Newsletter— Christmas Edition.



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Our Litigation Solicitors



Natalie Smith ● David Richards ● Amanda Nudds

EMPLOYMENT CONTRACTS CONTINUED...

However, many businesses continue to neglect their employment contracts, often using outdated templates or worse, have no written contract in place whatsoever.

The reality is, it is your responsibility as an employer to be up to date with UK Employment Legislation. Here at Butcher Andrews, we always promote pro-action, rather than reaction. Regularly reviewing your documents and policies to ensure they comply with the changes in the law and dealing with potential issues before they arise is the

most cost effective way to manage your business needs.

Still unconvinced?

Well, Butcher Andrews are currently offering free 30 minute legal health checks for new clients. This health check includes a full review of your current employment contracts and staff handbook. Let us give you peace of mind and support your business in compliance with UK Employment Law.

“Natalie’s manner was professional, yet friendly, putting me immediately at ease and instilling total confidence in her from the outset.”

- Client feedback November 2022

SECTION 1 EMPLOYMENT RIGHTS ACT 1996

WRITTEN STATEMENT OF EMPLOYMENT PARTICULARS

Written Statements of employment for workers and employees now must include:

- ◆ Your Employee’s name and your business name
- ◆ Date their Employment began
- ◆ Salary details including how often your employee will be paid
- ◆ Hours of work
- ◆ Holiday entitlement, including how many days off they are entitled to and what holiday pay will be, if any
- ◆ Notice required to terminate the contract (employer and employee)
- ◆ Job Title
- ◆ Where the job is based, for example, whether they will have to work in more than one location
- ◆ Disciplinary and grievance procedures in the workplace
- ◆ Sick pay entitlements
- ◆ Details of the Occupational Pension Scheme

SUPPORTING STAFF DURING THE COST OF LIVING CRISIS

The cost of living crisis has become a major concern for both employees and employers since the end of the Coronavirus pandemic. With rising interest rates, rising mortgage rates, rising bills and talks of the longest recession since records began, it is no surprise that staff may be struggling. In the wake of Christmas, you may wish to assist your employees with their rising outgoings or feel under pressure to act.

Below are 5 top tips on how best to support employees in the cost of living crisis:

- ◆ Increasing salaries, introducing bonus schemes or offering overtime are all financial benefits which can help alleviate the pressure of rising bills. Even a small offering can mean a lot to those struggling.
- ◆ Support working from home (where possible) to reduce staff travel costs.
- ◆ Review your benefits package and highlight your offering to staff. Are there other discount schemes or benefits you could be involved in that would help your staff?
- ◆ Offer training, support and flexibility to not only get the best out of your workforce but to also boost employee retention and progression opportunities.
- ◆ Make your workplace a nice supportive environment and signpost employees to relevant support networks or charities.

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