



FAQ's

"I need proper employment contracts."

"Can I change our terms of employment?"

"My employee came to work drunk – can we sack him/her?"

"My sales team is not performing – again. What can I do?"

"I have just taken over a contract – do I have to take on the previous contractor's staff?"

"We need to make redundancies, what procedure should we follow?"

These are just a few of the common enquiries our employment team deal with on behalf of employers. As an employer you will have a number of legal obligations but Lawson-West Solicitors can make life a lot easier for you - so you can concentrate on your business and leave us to solve your enquiry.

Our specialist team of employment lawyers have extensive experience of helping businesses of all sizes with their employment law needs. We provide clear, practical and affordable advice to help you navigate this complex and fast moving area of law; resolving problems and protecting your business.

Fixed Fee Consultation

We are happy to meet for a fixed fee initial consultation. This gives us a chance to discuss your case and provide an estimate of the potential costs involved. If you would like help or advice about any aspect of employment law, contact one of our employment team to discuss how we might be able to help.

With our comprehensive employment contract health check we can make sure that you are minimising any risk of employment tribunal claims brought against you by ensuring that you are fully compliant with the responsibilities you have as an employer.



Employment Contracts need not be inflexible, but can contain areas where specialist legal advice may be required:

- Flexible arrangements concerning hours of work, levels of pay and overtime
- Levels of pay and flexibility over place of work if an employer has more than one location or expects employees to be mobile and prepared to travel for work
- Sickness benefits, risk of breach of contract if an employer withdraws benefits
- Notice periods
- Different types of terms - express, incorporated, implied discretionary and which terms can be overridden
- Social Media Policy
- Health and safety issues
- Discrimination

We offer a range of services including:

- Comprehensive employment contract health check
- Advice on termination procedures, disciplinarys and redundancy
- Negotiation and preparation of compromise agreements
- Representation at the Employment Tribunal
- Transfer of employees with business or service provision (TUPE issues)

With the rate of claims against employers increasing, it is now even more important to ensure that your business is compliant with your legal obligations to your employees so that any claims made against you are successfully defended or minimised.

Costs and fees

We consider each case on its own merits, so you receive the most cost effective service and avoid any unpleasant surprises later on. Keep you informed of costs as the work proceeds. For some legal work where we know how much of our time will be needed, we can offer you a fixed price. To give you peace of mind, knowing exactly how much things will cost at the outset.



Lawson West Solicitors Limited

Why Choose Us?

- Direct access to your own dedicated specialist employment lawyer
- Fixed fee initial consultation
- Full range of legal services
- Clear prices & no hidden costs
- Tailored advice to fit your needs and objectives
- Legally accurate and commercially workable solutions

The Lawson-West Employment Law Team



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Offering free initial consultations at our
new premises or your business address with
flexible hours to suit you.

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Employment Law Services for Employers

