



We understand what your job means to you and your family. Often people have invested time and effort in their chosen career. Disputes at work can be very stressful and can have a damaging impact on your life, both professionally and personally.

When it goes wrong, there is often a lot at stake.

If you are experiencing problems at work, such as bullying, harassment or discrimination, e.g. sex discrimination, disability discrimination, age discrimination, discrimination on the basis of sexual orientation or discrimination on the basis of religion or belief, Lawson-West's Employment Law team can help you.

We can also advise you regarding pregnancy and work, maternity leave, paternity leave and flexible working. We represent many clients who have employment grievances, employment appeals and redundancy.

We specialise in all aspects of employment law including redundancy, equal pay claims, breach of contract issues, unfair dismissal, wrongful dismissal, constructive unfair dismissal or retirement.

We can also help with negotiations in Settlement Agreements.

## Important Facts to know in Employment Law

- **Unfair Dismissal** - when an employee is dismissed by the employer. This requires the employee to have worked for two continuous years .
- **Constructive Unfair Dismissal** - when an employee has had to resign from their employment due to conduct of the employer. This also requires two full years continuous service.
- **Discrimination** - when an employee is treated less favourably than others of a comparable situation This does not require any length of service.
- **Whistleblowing** - when an employee advises their employer or a third party of a possible health and safety or legal breach and the employer fails to act. This does not require any length of service.

All claims have to enter ACAS Early Conciliation within three months less one day from the date of the dismissal/resignation and/or the last time they were discriminated against. There are also strict time limits on bringing claims to the employment tribunal.

## Employment Tribunals

We endeavour to resolve employment disputes efficiently and on the best terms possible. Having negotiated large compensation payments for many of our clients we will aim to do the same for you. If your dispute cannot be resolved, you may decide to bring a claim to the Employment Tribunal. Our employment specialists can help you bring your own claim by providing a comprehensive service, covering everything from drafting your claim form to helping you through the Employment Tribunal process.

## Costs and fees

We provide an estimate of the costs and fees involved when taking on a new case so you avoid any unpleasant surprises later on. We keep you informed of costs as the work proceeds so you know exactly where you are. For some legal work where we know how much of our time will be needed, we can offer you a fixed price. This gives you the peace of mind of knowing exactly how much things will cost at the outset.

## No win no fee arrangements

Lawson-West Solicitors offer a free initial consultation to discuss your employment problem. We appreciate that having employment problems or losing a job through unfair dismissal, constructive unfair dismissal is complicated enough without concerns about paying for legal fees.

During your free initial consultation, Lawson-West's employment law specialists will discuss funding agreements, including No Win No Fee or Legal Expenses Insurance arrangements.



## Lawson West Solicitors Limited

### Why Choose Us?

- Specialists in Employment Law
- Full range of legal services
- Clear prices & no hidden costs
- Free initial advice, find out where you stand and what the next steps are
- Direct telephone number and email so you speak directly to your employment lawyer

“The friendly and professional manner exhibited by our solicitor was excellent. We were treated with respect and courtesy and felt comfortable at all times when discussing the various issues we faced. We would, and have, strongly recommend(ed) Lawson-West.”

Mr & Mrs P, Breedon on the Hill, Leicestershire



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We offer FREE initial consultations over the telephone at any time or at our offices at the times stated below (subject to availability):-

#### Leicester

4 Dominus Way, Meridian Business Park,  
Leicester, LE19 1RP

Telephone: 0116 212 1000

**Mondays - 3:00pm to 4:30pm**

**Wednesdays - 12:00pm to 2:00pm**

#### Wigston

44 Long Street,  
Wigston, LE18 2AH

Telephone: 0116 212 1080

**Thursdays - 3:30pm to 5:00pm**

#### Market Harborough

Millers House, Roman Way,  
Market Harborough, LE16 7PQ

Telephone: 01858 445 480

**Tuesdays - 3:30pm to 5:00pm**

**Fridays - 12:30pm to 2:00pm**

We also offer appointments at Leicester City Centre, Oakham & Melton Mowbray.  
[www.lawson-west.co.uk](http://www.lawson-west.co.uk)  
[mail@lawson-west.co.uk](mailto:mail@lawson-west.co.uk)

# Employment Law Services for Employees

