




EMPLOYMENT FACT SHEET



Our employment law team provides fast, proactive and practical legal support to clients. Approachable and commercially aware, our specialists have in-depth experience of the issues faced by businesses when managing their staff.

 The team always seems to be ahead of the curve and develops close relationships with its clients.

[Chambers UK](#)

Penningtons Manches' approach is simple – rather than give dire warnings about legal rights and responsibilities, we look at the reality of a situation and suggest the best solution.

We keep clients up to date with the raft of new employment law regulations, highlighting how these could impact on their overall strategy and safeguarding against the potentially huge costs of non-compliance.

Our solicitors cover the whole spectrum of employment law issues, including contentious and non contentious matters. We advise major companies through to smaller private and owner-managed businesses in a wide variety of sectors, including financial services, healthcare, recruitment, publishing, media, IT, hotels and leisure, manufacturing, retail and professional services. In addition we act for public companies, academic institutions and other not-for profit organisations.

Although we are experienced litigators, we also offer specialist employment law advice in resolving conflict through alternative dispute resolution. Our package of services to ensure optimum management of human resources includes ongoing support through in-house training, seminars, workshops, newsletters and e-bulletins.

To complement the different ways in which we can provide our advice to clients, we have a selection of ancillary products and services, including insurance protection from dismissal claims and a pre-claim employment law retainer scheme.

EMPLOYMENT EXPERTISE AT A GLANCE

- dismissals and redundancies
- corporate restructuring
- boardroom disputes
- covenants and injunctions
- disciplinary and grievance procedures
- discrimination
- settlement agreements
- employment contracts and policies
- flexible working and parental leave
- international work
- industrial relations
- strategic HR planning



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RECENT WORK HIGHLIGHTS

- advising on the implementation of changes to the terms and conditions of the entire UK workforce of a multinational construction company
- providing guidance to a large UK employer on collective bargaining, union recognition and potential strike action
- assisting numerous overseas businesses on establishing operations in the UK
- representing a national marketing business during its defence of claims brought against it for various forms of discrimination including age and sex
- advising an international technology client on the redundancy of its workforce in the UK
- acting for a multi-national in relation to all its employment law needs, including coordinating advice from 11 jurisdictions
- successfully overturning an injunction obtained against one of our client's staff by his previous employer, including securing a significant costs award
- obtaining an urgent injunction and delivery up order against one of our client's former employees
- negotiating multiple executive level termination arrangements for employers, employees, partners, shareholders and contractors
- providing guidance on TUPE in relation to clients both outsourcing services and bidding to take on services from those outsourcing
- advising the boards of a number of companies in relation to the removal of directors and other boardroom disputes
- assisting FTSE 250 directors in relation to their terms of employment and, in particular, LTIPs and deferred remuneration arrangements
- acting for an international retailer in relation to a number of gross misconduct dismissals ranging from suspected theft to drugs and arms offences
- advising an international design led business in relation to its corporate re-structuring

WHAT PEOPLE SAY ABOUT US

■ They are extremely efficient, with a commercial approach.

[Chambers UK](#)

■ Real care on both a personal and professional level.

[Chambers UK](#)

■ Clients value the team's ability to give pragmatic and sensible commercial responses to business problems.

[Chambers UK](#)

■ Good tactical approach to dealing with HR issues.

[The Legal 500](#)

■ Excellent, clear, pragmatic.

[The Legal 500](#)

FIND OUT MORE

For further information on our employment team, visit us at www.penningtons.co.uk where you will find comprehensive contact details for all our lawyers as well as our latest news and publications. Alternatively, e-mail us at info@penningtons.co.uk