



WHO ARE WE?

Leathes Prior Employment has expanded rapidly over the past few years and now acts for a wide range of employers of all sizes; from the small start-up business to large companies with hundreds of employees. We will work alongside the employer's HR department or, if they do not have a designated HR department, be the first port of call for the employer on all their employment law and HR issues (whether of a contentious or non-contentious nature). We aim to adopt a commercial and proactive role, thus aiming to ensure that clients avoid employment problems from the outset.

Dan Chapman, Head of the Employment Team, is a regular advocate in Employment Tribunals and Court across the UK, and is also responsible for the firm's unique Employentor service. Dan has featured regularly in the media (locally and nationally), advising and commenting upon employment law issues. The Employment Team are based in the firm's corporate office in Tombland, Norwich.

COMPREHENSIVE SERVICE

Leathes Prior provides a broad range of services which include:

- Commercial Contracts
- Commercial Property
- Franchising
- Intellectual Property
- Dispute Resolution (Mediation and Litigation)
- Planning and Environmental Law
- Company & Partnership Matters
- Insolvency & Bankruptcy
- Residential Conveyancing
- Inheritance Tax, Trusts and Estate Planning
- Traffic Law
- Wills & Probate
- Family & Matrimonial

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08/06



WHAT DO OUR CLIENTS SAY ABOUT THE EMPLOYMENT TEAM?

Don't take our word for it - listen to what our clients say about the Team. Our clients have told us that we:

- “support and advise in a most user friendly way”
- “are easy to talk to, understanding and sympathetic”
- “provide an invaluable service” and that
- “the service I received from Dan Chapman was really outstanding. I would recommend him to anyone needing an employment solicitor.”

LEATHES PRIOR
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The complete legal service for Employers

WHAT CAN WE DO FOR YOU?

The Team's services can be split broadly into two types:

advisory work and dispute resolution. Advisory work sees us seeking to be proactive and assisting the employer in a positive way; dispute resolution involves responding to an immediate problem in a cost effective and dynamic manner. Some examples of the services we can provide in each area are:

Dispute Resolution

- Employment Tribunal proceedings
- County Court or High Court proceedings
- Restrictive covenant/breach of confidentiality proceedings
- Negotiating severance packages and Compromise Agreements
- Workplace Mediation
- Trade Union matters
- Dealing with grievances and workplace disputes

Advisory Work

- Redundancy programmes and reorganisations
- TUPE issues
- Drafting Employment Contracts and Directors' Service Agreements
- Drafting policies and staff handbooks
- Training Services (the Team offers bespoke training courses on all aspects of employment law including disciplinary and grievance issues, discrimination, managing redundancies and handling problematic employees)
- Conducting disciplinary proceedings
- Health and safety matters
- Staff appraisals and employee benefits
- Employmentor service



employmentor™

Employmentor™ is a comprehensive subscription service (paid for by way of an annual fixed fee) which we offer to our employer clients, enabling them to put in place and maintain up-to-date systems for managing their employees and complying with their legal requirements.

Employmentor is backed by a free telephone and email helpline, staffed by qualified employment lawyers, and covers the entire spectrum of employment issues, beginning with recruitment and ending with termination of employment. For more information about Employmentor, please ask for our designated leaflet or contact Dan Chapman or any member of the Employment Team.

HOW ARE WE DIFFERENT?

We believe our Employment Team is truly different. We don't simply want to be your lawyers or advisers. We want to be a part of your business, we want to help and, most importantly, we want to build a long-term relationship with you and understand how your business works. How can we advise on your employment and HR issues, if we don't really appreciate the nature of your work? Too many solicitors treat all clients in the same way. This approach is not only misguided and inflexible but often ends up with the employer paying for legal advice or assistance which they did not need. We understand that a specific issue may need to be handled one way for an employer in a certain industry, but in an entirely different way for an employer in a different industry. The size of the employer is also always at the forefront of our minds - we believe in pragmatic, viable and commercial advice which reflects your needs.

We are so serious about the need to understand your business, and so genuine in our belief that our Employment Team can provide added value, rather than being an expensive last resort, that we are prepared to meet any prospective employer client to discuss with them - **free of charge** - the nature of their business, their HR or employment law needs and how we might work with them.

Whether that meeting takes 30 minutes or a day does not matter; we want to work alongside you in the long term and are prepared to invest our time in order to achieve that goal.

The Employment Team advise and represent a diverse range of employers of all sizes, including the following:

- Theatre Companies
- Charities
- Housing Trusts
- Farmers
- Medical Practices
- Solicitors
- Private Schools
- Accountants
- Veterinary Practices
- Employment Businesses
- Electricians and Plumbers
- Hotels
- Public Houses
- Residential Homes
- Model Agencies
- Estate Agents
- Opticians
- Architects
- Motor Vehicle Dealerships
- Haulage Companies
- Chemists
- Manufacturers
- Poultry Producers
- Online sales businesses
- Recruitment Agencies



DAN CHAPMAN

- Partner - Head of the Employment Team
- Specialises solely in Employment Law
- Regularly appears as an advocate before the Employment Tribunals
- Member of the Employment Lawyers Association