

A&R. Onwards & Upwards

Employment Law Services

Our specialist employment law team provides commercial, pragmatic solutions to workplace problems. We focus on prevention rather than cure, by offering practical training to help clients avoid employment law pitfalls and providing upfront guidance on the law and best practice. When employers come to us with a problem, we present them with the best options to meet their objectives.

What we can do for your business:

- prepare or review your employment contracts, policies and procedures, and advise on restrictive covenants and directors' service agreements
- provide you with all the information, advice and documentation needed to carry out a legally-compliant redundancy or restructuring process
- advise you on how to deal with poor performance and disciplinary issues
- help you deal with long-term or persistent sickness absence
- advise on 'family-friendly' policies, maternity, adoption and parental rights and flexible working
- provide training and guidance on diversity and discrimination issues
- help you to dismiss fairly, and to defend employment tribunal and court claims robustly when these arise
- whether you are buying or selling a business, restructuring or outsourcing, we can assist with TUPE and other employment law issues
- advise on and implement employee incentive schemes

The benefits

- confidence that your contracts and policies make commercial sense and provide the best possible protection for your business, as well as being legally compliant
- clear guidance through the complex maze of employment law, to ensure your process is fair and objective, with minimised risk of claims
- effective solutions to tricky staff problems that can be costly if not dealt with properly
- timely advice to handle sensitive staffing problems, whether this means getting your employee fit to return to work or, ultimately, terminating employment
- sound guidance through all aspects of ever-changing 'family friendly' rights in order to achieve your objectives as well as meeting your legal obligations
- reduced risk of claims and an appreciation of the benefits of a diverse workforce
- commercial and pragmatic advice when defending (or settling) claims, tapping into our expert understanding of tribunal procedures
- protection against employment claims for buyers and sellers of businesses seeking to manage their workforce resources
- match the best scheme to your business to motivate and retain your workforce

“*We appreciate their no-nonsense commercial advice*”

Our Employment Law Experts



Samantha Davis, Partner

Samantha joined Adams & Remers in 2005, and before that worked for four years at a top ten London firm. She has broad and varied experience advising on all aspects of the employment relationship. Her specialisms include advising on redundancy and re-structuring exercises (including the employment law aspects of business sales and acquisitions), senior executive terminations and discrimination claims. Samantha is a recommended employment law specialist in Chambers UK Directory 2010.



Cathy Hoar, Associate

Cathy has specialised in employment law for a number of years, but her previous experience in company commercial law is invaluable in her approach to drafting and negotiating senior executive contracts, and advising on TUPE and other transactional issues. She has a broad range of experience dealing with day-to-day aspects of employment law, both contentious and non-contentious, and provides training on subjects such as diversity.



Amy Richardson, Solicitor

Amy has considerable experience of Employment Tribunals, primarily in defending claims brought against employers, but also in pursuing claims on behalf of employees. Amy frequently appears as an advocate in the Employment Tribunal and is able to advise clients from the beginning to the end of a dispute. She also has wide experience of advising public sector clients, and is well-versed in the particular statutory/regulatory requirements of that sector.

What our Clients Say

“The Employment Department at Adams & Remers provide Harwoods with streamlined legal assistance through a combination of a telephone helpline, an interactive internet facility and in-house training. We appreciate their no-nonsense, commercial advice.”

**Paul Suter, Financial Director,
Harwoods** (South East)

“The Employment team at Adams & Remers proved an excellent source of reference for practical, sound advice when we needed assistance with a recent employment issue. With their assistance we felt that we were in safe hands and the matter was quickly and smoothly resolved. We would highly recommend the team.”

**Mark Lewis, Sales Director,
Architecture Today Magazine** (London)

“The employment law seminars delivered by Samantha Davis have been very well received by our business customers, who have given the college excellent feedback.”

**Don Cranfield, Business Training Manager,
Plumpton College** (Sussex)

About Adams & Remers

Adams & Remers is a full service law firm with an established reputation for its work in property, private client, family, litigation services, company and commercial, insolvency and employment law.

Our 8 partner, 90 strong, firm is based in Sussex with offices in Lewes and Brighton and has clients across the country.

We take a fresh, modern and commercial approach to resolving our clients' affairs, underpinned by traditional values and personal service.

Our Employment Law Team

are members of the
Employment Lawyers Association

are recommended by
Chambers UK Directory 2010

are regulated by the
Solicitors Regulation Authority

Find out more

If you would like to know more about these services and how they could match your business needs, contact our Employment team now at:

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