

# Employment Group



Tribunal cases soar as staff use the law  
on the working week

*Independent on Sunday* 31 July 2006

Firms to face 20,000 age bias claims

*The Daily Telegraph* 30 September 2006

"commercially aware and proactive as can be"



## Introducing our team

"focused on the business principles"

Employment law is constantly changing and increasingly complex, and this places growing demands on today's employers.

Employers need to know they are receiving the highest standard of advice, backed up by unquestionable knowledge and depth and breadth of experience.

We are lawyers who understand and thrive in the world of human resources. We tackle 'people problems' creatively, from every angle. We know that for our clients, whether corporate or private, employment issues are often the most delicate and important they face. Our aim is to make the law work for our clients and not against them. We will take developing and intellectual legal concepts and apply them pragmatically, with a touch of common sense, to create workable business principles.

This enables you to spend more time on managing your business. We'll give you peace of mind through regular communication and good project management. We'll offer you a partner-driven service, but we'll also allocate the right team members to you at the right time, making best use of your budget.

We have a thriving practice made up of a team with significant experience in advising large and small employers across public and private sectors with interests in the UK and further afield. Our experience means we can offer you flexible solutions to issues affecting personnel today and tomorrow.

Employment legal fight over age discrimination

*The Daily Telegraph* 3 October 2006



## Issues and solutions

"good commercial nous ... vibrant"  
"energetic"

When, or we hope before, employment issues arise, we give employers solutions not problems. Take some of the following examples ...

- **Issue:** Recent age discrimination laws mean that it is unlawful to discriminate on grounds of age when recruiting staff. This means that you need to review and revise your policies and procedures and re-train those responsible for recruitment.
- **Solution:** We can advise on the wording of job advertisements so that you can apply the principles to all your recruitment material, how to review your selection process to remove age bias, and how to update your training.
- **Issue:** Up to five million people in the UK feel very or extremely stressed by their work. The odds are that your organisation will be affected.
- **Solution:** We can help you to create a strategy to reduce staff absence, advise on disability discrimination concerns and managing individual employees on long-term sick leave, and help to educate managers on stress in the workplace.
- **Issue:** Businesses wishing to expand and outperform their rivals may want to recruit talented, key employees from their competitors, possibly in apparent breach of restrictive covenants.
- **Solution:** We can advise on practical exit strategies to facilitate team moves whilst minimising the risks of legal action by the existing employer. Where litigation does occur, we can help to defend claims or advise on appropriate negotiated solutions. We can also work with you to structure suitable bonus and incentive packages to entice and reward transferring employees.

Bosses join battle against  
red tape

*Sunday Times* 5 March 2006



## Key projects

"they work hard to get to know your business"

- **easyJet plc** – We advised on a high profile and technically complex holiday pay claim brought by the Transport and General Workers' Union (successfully resisted then settled), recognition proceedings before the Central Arbitration Committee, recruitment and business transfer issues and successful defence of court proceedings in Germany.
- **Refco London Entities** – Following Chapter 11 bankruptcy of New York listed Refco, Taylor Wessing advised on contractual rights of employees, a redundancy programme and restructuring at the London Refco entities. We also advised on employee disputes and transfer of business and assets of London entities.
- **Specsavers** – We advised on a range of employee and shareholder issues including a high value dispute with the shareholder of a local store where the termination of employment owing to a breakdown of the relationship between individuals was upheld as a fair dismissal.
- **Sun Chemical** – We advised on a major European outsourcing involving over 20 countries.
- **Club Med** – We advise Club Med on their employment contracts, including dual contracts in French and English, termination of high profile employees based overseas, information and consultation obligations and ongoing issues, many dealing with aspects of territorial jurisdiction for English employment rights.



## Where we can help

the group provides a "professional, responsive and well-documented service"

We advise on all areas of employment law, including:

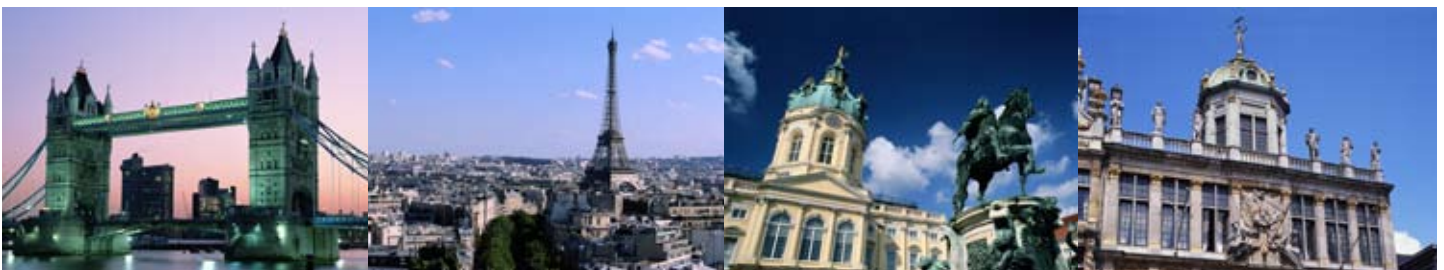
- Commercial transactions
- Contracts
- Disputes and avoiding them
- Employee incentives and recruitment
- Employment terminations
- Immigration
- Outsourcings
- Policies
- Redundancies
- Restructurings

We also have expertise in the associated fields of pensions, share options and tax.

Modern businesses aren't constrained by geographical borders and neither is employment law. Our approach is multinational and European. Members of our group are based in Berlin, Brussels, Düsseldorf, Frankfurt, Hamburg, London, Munich and Paris and each of our offices offers a flexible and well resourced team.

Small businesses warn  
on new rights  
*Daily Telegraph* 27 June 2006

"knowledgeable and thorough"



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Our clients' views of our service are important to us. That's why, throughout this brochure, we are telling you what they say. The publications from which we have drawn these comments are legal directories, **Chambers** and the **Legal 500**.

**Chambers** Directories are research-based, assessing law firms and individuals through thousands of interviews with clients and lawyers. The guides are objective and independent. Similarly, the **Legal 500** series of guides covers the operation of law firms in over 85 countries around the world.

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