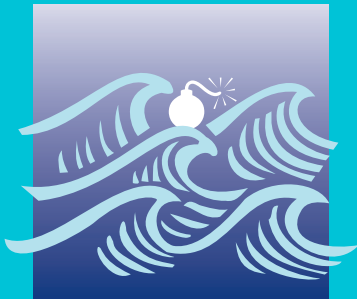


Are you
an employer?




Then let us guide you
through the employment
law minefield

Do you know

- 💣 What rights part-time employees have?
- 💣 What is an “automatically unfair” dismissal?
- 💣 About the right to work flexibly?
- 💣 How will paternity rights affect you?
- 💣 What rights do employees have for emergency leave?
- 💣 Do all your staff have an up to date contract of employment?
- 💣 Do you operate an effective appraisal system?
- 💣 Do you have an effective grievance and disciplinary procedure, and do you know how to comply with it?






We have employment law specialists based at our Llandudno office. They are experienced in the areas of employment law that are likely to affect firms and businesses in this area.

They can give you advice on specific problems, and however complicated the issue, that advice will be straightforward, practical and tailored to your business' needs, resources, and circumstances.

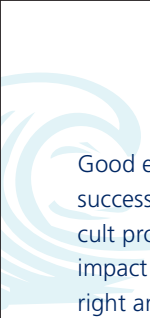
When specific problems arise, advice is often needed urgently. Our team will respond quickly to your enquiries so that you know where you stand as soon as possible.

Some of the issues on which you will need advice will be sensitive and it goes without saying that our service to you will be entirely confidential.

Our team keeps up to date with the seemingly constant changes in both European and UK employment law, as well as the plethora of important rulings handed down by our most senior courts, to make sure that they are fully briefed about the implications of those changes.



They can offer you on-going guidance on a regular basis so that your business knows and understands the implications of the various and frequent changes in employment law.



Good employment law practices are at the core of any successful business. Staff problems are the most difficult problems of all to solve and can have a negative impact on everyone. They are time-consuming to put right and frustrating to deal with, especially as many of them can be avoided with guidance from the experts.

UK and European employment law impacts increasingly on the employer/employee relationship and is constantly changing. Keeping up to date with it is difficult without specialist knowledge. Employment tribunals decide more and more issues; their award levels continue to increase.

Many of the difficulties which reach tribunal level could have been avoided with specialist advice in the first place.

Prevention is better than cure

The majority of employment related problems can be avoided by being aware of the Employment laws which affect your business, by implementing the correct procedures, and by drafting accurate documents to cover all eventualities. Attention to detail is vital.

We can offer an individual service which suits your business. We can either assess your employment procedures on a regular basis or only when there are specific changes in the law that might affect you. Either way you can have fast access to our team of experts which could save you money in the long run.

We can:

- ☀ Draft and advise you on contracts of employment
- ☀ Prepare your company policies and handbooks covering all aspects of employment law
- ☀ Represent you at tribunal
- ☀ Advise on dismissals and disciplinary procedures
- ☀ Advise you and/or prepare any compromise agreements
- ☀ Advise you on enforcing restrictive covenants
- ☀ Help you avoid all types of discrimination: race, sex, disability, religious, and sexual orientation
- ☀ Advise you if you have to make staff redundant: procedure, consultation, and payments
- ☀ Help you with any breach of contract/constructive dismissal claims
- ☀ Guide you on deductions from wages



Our employment law specialists are based at our Llandudno and Colwyn Bay offices, but are happy also to meet clients in our Old Colwyn office, or indeed to visit clients at their home or place of business.

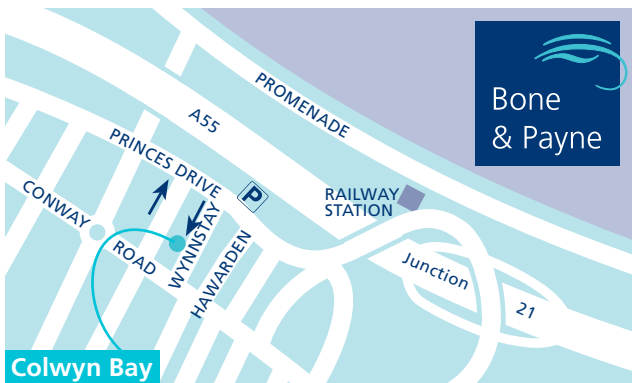
The contact details of our offices are shown overleaf, or please visit our website for more information about this service:

www.boneandpayne.co.uk



Llandudno

Bone & Payne LLP, 55 Madoc Street, Llandudno, Conwy LL30 2TW
 Telephone: 01492 876354 / 877904
 Email: enquiries@boneandpayne.co.uk



Colwyn Bay

Bone & Payne LLP, 13 Wynnstay Road, Colwyn Bay, Conwy LL29 8NB
 Telephone: 01492 532385
 Email: enquiries@boneandpayne-cb.co.uk



Old Colwyn

Guest Pritchard & Co, Cadwgan Chambers, 2 Cadwgan Road,
 Old Colwyn, Conwy LL29 9PU. Telephone: 01492 515371
 Email: guestpritchard@boneandpayne.co.uk