



Employment

Our Employment Team is recognised for its large private sector client base with considerable experience in providing complex employment advice to private and listed companies. The Team also advises and represents significant numbers of public sector, local authorities and education organisations in relation to all forms of projects and disputes. This experience includes assessing risks with clients, advising on processes relating to redundancy, TUPE, sales, shared services, and insolvency as well as advising on day to day issues arising from implementing policies.

The Team offers experience of contentious employment issues, representing both parties in employment disputes from individual claimants to corporate respondents and regularly undertakes advocacy.

“They offer an excellent employment service – we get a national service from a regional provider.” – Chambers



HOW WE CAN HELP

Project managing complex transactions

We regularly advise on the employment considerations of multi-discipline and multi-jurisdictional acquisitions in a wide range of sectors, for clients as diverse as household-name supermarkets and international banks, construction companies and housing associations. Our experience in providing detailed yet focussed advice, coupled with clear and logical recommendations, ensures a no-nonsense, cost effective service that helps our clients to avoid unnecessary risk.

“We were faced with the difficult decision of replacing the Managing Director and member of the original MBO, from a portfolio company. Given the obvious sensitivity and the status of the individual i.e. Employee, Director and Shareholder, I consulted Walker Morris at an early stage and together we agreed a clear plan of action with regard to the format of the initial exit meeting with the Director and the follow up paperwork. During the period through to the Tribunal hearing, Andrew and his colleagues carefully guided me through the processes and provided clear and pragmatic advice around proposals to settle and tactics at the Tribunal. At the time of the Tribunal hearing, the portfolio company was facing significant financial strain and uncertainty yet the support of Andrew and his colleagues was unwavering and was appreciated greatly on a personal level. I would recommend strongly Andrew and his Team particularly in difficult and complex cases. I consistently received very good legal advice and practical commercial input.” – Spirit Capital Partners LLP

Supporting you as a trusted adviser

We act as a first port of call for our clients when tricky issues arise with their employees. We understand not only the commercial sensitivities involved in dealing with a workforce, but also the personal ones. An ill-timed or unnecessary gesture or comment can destroy trust and understanding built up over many years and lead to costly litigation. We steer our clients through the muddy waters of an ever-changing legislative landscape.

“Opinions provided by the Team are exactly tailored to fit with the demands of our business.” – Chambers



Achieving results

Our Team works tirelessly to ensure that our clients' business needs are addressed, whilst keeping a close eye on the need to protect our clients' relationships with their employees and in doing so minimising the risk of anything going wrong. Sticking to this balanced approach, we have helped one major money-lending client in successfully managing a three-year redundancy project, in which nearly 2,000 employees have settled their claims before leaving the business.

"The Team is highly responsive in dealing with matters of the most vital importance." – Chambers

Value creators

We get under the skin of our clients' businesses. We take time to build relationship and trust, and ensure ease of access through the use of "hot-line" arrangements. We underpin our employment and HR advice with regular bespoke training, not only for our clients' HR departments but also for their field managers.

"The Team is praised for its 'first-class response times'." – Legal 500

AREAS OF EXPERTISE

- Atypical working
- Business protection
- Dispute resolution
- Equality and discrimination
- Health and safety
- Policies and procedures
- Redundancy and reorganisations
- Termination of employment
- TUPE and outsourcing

WALKER MORRIS

"A distinctive law firm valued by its clients for consistently delivering excellent results."

We offer our clients a full service commercial law firm focused on providing a wide range of clients, nationally and internationally, with partner led high quality advice. The national centre of excellence in Leeds that we have built offers significant advantages in terms of developing a strong team-based culture within the Firm, with the inherent value and cost effectiveness that a Leeds base brings.

The success of our model is reflected by our clients, which are drawn from a broad range of sectors. We are recognised for our strong multi-disciplinary teamwork and straight forward advice. Both the Firm and our lawyers are recognised as leaders in their fields with 96 per cent of our partners recommended in either Chambers or Legal 500 for their expertise.

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