

Sydney Mitchell Employment Armour© Legal Protection for Businesses

Are you paying hourly rates for employment law and HR advice? Perhaps you are already on an employment law and HR retainer, but fed up with having to deal with a different person every time you call or dealing with call centres that are not legally qualified and know little about your business?

If this applies to you and your business, then you may be interested in our Employment Armour Legal Protection Scheme.

Your time is valuable and under our retainer, we can provide you with a cost effective solution to your Employment Law and HR issues with no call centres or repeating yourself, but clear and effective advice at a fixed monthly fee.

We deal with a number of different businesses, varying in size, sector, location and management structure. Our Employment Solicitors are on hand to assist you or your HR team with the issues that arise throughout the day either on the phone or by email.

Each retainer is tailored to suit each individual business need, as there is "no size fits all" principle here, all businesses are different.

We are able to offer the option of additional insurance to protect you, giving you cover in unfair dismissal and discrimination claims where the compensation awards can be uncapped.

Employment Armour is designed to provide a service to our client's that exceeds expectations in terms of price, service and quality.



Employment Armour

...Employment Protection
through Legal Perfection

Employment Armour

What you get:

- An initial audit by one of our specialist Solicitors of your existing Staff Handbook and Contracts of Employment and identifying areas of improvement.
- Employment Law and HR advice hot line
- Employment Armour Quarterly Newsletter
- Employment Armour Legal News Flash (emails containing breaking legal news items and updates)

Pricing

Unlike many of the Employment Law and HR retainers already available on the market, we do not operate from a fixed pricing structure. Our quotes are bespoke and tailored to your business needs.

CONTACT US

Should you be interested in a no obligation meeting to discuss Sydney Mitchell Employment Armour Legal Protection in more detail and to see how you could benefit from this product then please contact, **Emma-Louise Hewitt**, **Dean Parnell** or **Samantha Glynn** at our Birmingham office on **0121 698 2200**.



Emma-Louise Hewitt **Head of Employment Partner**

Emma specialises in Employment Law acting for both employees and employers in a range of areas including but not limited to:

- Drafting contracts, handbooks, policies and procedures
- Negotiating exit packages and Settlement Agreements
- Advising on potential Employment Tribunal claims such as unfair dismissal and wrongful dismissal
- Guidance on reorganisation and redundancy
- Assistance with disciplinary and grievance procedures and processes
- Negotiation during ACAS early conciliation
- Advising on all aspects of workplace discrimination, harassment and bullying
- Workplace training on best practice and staff management for supervisors and managers
- Providing general day to day employment law advice and support to business owners, managers and HR advisers



Dean Parnell **Partner**

Dean undertakes work for partnerships and companies ranging in size from owner managed businesses through to international organisations. Dean has also acted for local and central government.

Dean specialises in high value and/or complex employment disputes including restraint of trade and enforcement of post termination restrictions.

Dean is also a qualified mediator and has undertaken over 50 mediations as the lead mediator.

Recent work includes:

- Successfully defending at Tribunal TUPE claim valued in excess of £2 million pursued by 17 Claimants
- Successfully pursuing a high profile whistle blowing claim against Birmingham City Council
- Advising international company on termination of one of their senior employees



Samantha Glynn **Solicitor**

Samantha works with the Dispute Resolution/Employment Law team dealing with Employment issues for both employers and employees.

Areas of expertise include:

- Unfair Dismissal Claims
- Discrimination Claims
- Negotiation of termination packages for employees
- Drafting Employment Contracts/Staff Handbooks and Policies
- Advice on Employee relations
- Settlement Agreements
- Redundancy
- ACAS Code on Disciplinary and Grievance Procedures

Studied law with French in Dundee and during this time spent 6 months studying in Paris. She completed her training at a large practice in Belfast.

For further information and to discuss any area of concern, please contact us at Sydney Mitchell LLP

Offices in **Birmingham, Shirley, Sheldon** and facilities in **Sutton Coldfield**

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