

Employment Law and HR Advice for Business

Sydney Mitchell's Employment Law team can provide your business with a complete range of Employment Law and HR advice solutions tailored to suit your business needs.

Advising owner managed companies through to global companies, as well as not for profit organisations, we can deliver our services on a local, regional and national level, dealing with a wide variety of sectors including healthcare, regulatory, the leisure industry, automotive, retail, manufacturing and professional services.

Employment Law Solicitors in Birmingham

Our team has a strong no-nonsense approach to your problems, providing clear, practical and sound commercial advice with total cost transparency.

Our emphasis is to establish your objectives from the outset of the instruction and then to implement a strategy to achieve this ensuring that you know what is happening at every step of the way.

Our team covers a wide spectrum of employment law issues, including both contentious and non-contentious matters. We can also resolve employment conflicts through workplace mediation.

Professional Employment Law and HR Services

We can assist you with a variety of areas, including:

- Employee Dismissals
- Restructure/Redundancy Procedures
- Settlement Agreements
- Sickness Absence Management
- Employment Tribunal Claims
- Drafting Contracts of Employment
- Drafting Employee Handbooks



Lawyers who don't sit on the fence!

...we tackle, solve and resolve problems

- Advising and enforcing Restrictive Covenants
- Injunctive Proceedings
- Discrimination in the Workplace
- Disciplinary Procedures
- Grievance Procedures
- Consultancy Agreements
- Training on various aspects of employment law and HR



'Punches above its weight'

*'Focuses on solutions rather than
conflict for the sake of it'*

Contact our Employment Law Specialists



Emma-Louise Hewitt
Partner
Head of Employment

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



Carina Jheeta
Solicitor

Experienced Solicitor with a demonstrated history of representing both employees and employers.

Skilled in drafting employment contracts, consultancy agreements, director's service agreements and employee handbooks. Experienced in advising on disciplinary and grievance issues as well as representing in the Employment Tribunal; drafting Tribunal documents and complying with Tribunal directions.

Contact us at Sydney Mitchell LLP

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

Cavendish House
39 Waterloo Street
Birmingham
B2 5PP

0121 698 2200

Chattock House
346 Stratford Road
Shirley, Solihull
B9 3DN

0121 746 3300

Shakespeare Building
2233 Coventry Road
Sheldon
Birmingham B26 3NL

0121 700 1400