



Woodgate & Co

Traditional Solicitors

Employment Law

Employment law is increasingly complicated and very frustrating and expensive when things go wrong. Woodgate & Co provide pragmatic and effective advice to both businesses and employees on how to avoid employment disputes and, if unfortunately they arise, how to deal with them. Employment law changes at a frightening rate. The amount of legislation through Acts of Parliament and through regulation, often the codification of European Law, means that employment law is a moving target with many bear traps for the unwary.

If you are a business Woodgate & Co offers advice so that your business does not become a victim of the many rules and regulations that employment law imposes on all employers.

If you are employee we make sure that your employer has complied with the law, has been fair and reasonable in the employment decisions it has made and that you benefit from the full protection of the law so far as your employment contract is concerned.

When an employment dispute arises whether we are acting for an employee or an employer, Woodgate & Co always gives the best possible practical advice with the aim of avoiding costly court or tribunal proceedings and providing a solution in a sensitive, fair and reasonable way to enable the parties to resolve the dispute. We can help negotiate, draft and advise on compromise agreements which are often the preferred way of settling employment disputes.

Unfortunately sometimes employment disputes cannot be resolved and a complaint has to be made to a tribunal if you are an employee or a response given to a complaint if you are an employer. Specific deadlines have to be kept to and Woodgate & Co ensures that everyone we represent receives not only the best legal representation but also the level of expertise communicated in a clear, forward way. We will explain your options, tell you if you have a good legal case and help you decide whether your case is worth taking further. Often the costs of fighting a case in a tribunal, even if you have a very good case, may mean that it is better to settle rather than to fight and Woodgate & Co will strive to give you all the necessary information to help you make the right decision.

If at the end of the day an employment issue between businesses and employers cannot be resolved, our litigation department is effective and determined and experienced in employment matters. At the same time we are aware of the need to weigh up the cost of the litigation and a tribunal hearing is often the last resort in resolving disputes.

We cover all aspects of employment law, including:

- Redundancy
- Unfair Dismissal and Wrongful Dismissal
- Discrimination
- Employment related disability claims
- Tribunal Hearings
- Compromise Agreements
- Breach of Contract
- Whistleblowing cases
- Discrimination
- Harassment at Work
- Equal Pay claims
- Restrictive Covenants
- Employment contracts
- Procedural Handbooks
- Drafting disciplinary and grievance procedures
- Health and Safety policies
- International Issues

We pride ourselves in our friendly, personal, no nonsense approach and would be happy at any time to talk to you on the telephone to help with advice or to fix up an initial discussion meeting, so don't hesitate to call or email.

Woodgate & Co

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