

Employment



AVIATION | BUSINESS & FINANCE | COMMERCIAL DISPUTES
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Employment law has in recent years been the subject of a great deal of legislative scrutiny and change; new guidance from the European Court of Justice; and interpretation by the UK Employment Tribunals. Its scope and complexity continues to develop dramatically. These changes have practical implications for employers and employees. Now, more than ever, it is important to manage employment relationships carefully and effectively.

Ince & Co's employment group receives instructions from both employers and senior employees. We provide a complete service to clients from the drafting of contract documentation, policies and handbooks for employers and advising on contracts for senior executives, to the resolution of disputes where they may occur. We aim to provide innovative yet pragmatic commercial solutions to all employment issues.

Our team regularly advises on contentious and non-contentious issues including:

- Terms and Conditions of Employment, Consultancy Agreements and Service Contracts
- Employment status
- Restrictive covenants
- Redundancies and dismissals including senior executives terminations
- Discrimination claims
- Termination and Compromise agreements
- General employer and employee rights and duties
- Employer policies and procedures including statutory dispute resolution procedures
- Employment aspects of commercial transactions, business sales and share sales.

Recent examples of our work:

- Acting for a marine fuel logistics company to defend a High Court application for 'springboard' relief, relating to breach of confidentiality and restrictive covenants
- Advising on the restructuring of a Spanish ceramics manufacturer, and the closure of its UK distribution centre, including redundancies, consultation with employees and compromise agreements
- Advising an oil industry service company in relation to an agreement for the supply of employees through an employment agency, including compliance with EEA regulations and other legislation
- Advising an insurer of global property and casualty risks in relation to the enforceability in the English courts of restrictive covenants governed by New York law
- Advising international companies, following the introduction of new immigration rules, in relation to obtaining employer sponsorship licences for non-EU skilled workers in the UK
- Acting for a director in an employment dispute (unfair dismissal and unpaid bonus of over US\$1m) with a major US bank
- Acting for a senior executive of a major computer company in relation to a claim for unfair dismissal and discrimination
- Representing two former employees of a well known city hedge fund in a High Court dispute in excess of US\$50m
- Acting for a major European carpet producer in a claim brought in the High Court by one of their UK based sales agents under the Commercial Agents Regulations (Council Directive) Regulations 1993
- Preparing employment contracts and staff handbooks for various corporate employers
- Providing advice to employees of a major residential mortgage lender relating to the termination of their employment by reason of redundancy and related Compromise Agreements.

We provide regular Employment Updates for clients, and provide briefings/presentations to Human Resources teams on specific employment issues.

Please contact Charlotte Davies (charlotte.davies@incelaw.com) or Katy Carr (katy.carr@incelaw.com) or call us on 020 7481 0010.

Ince & Co is an international commercial law firm which practises in seven broad strands:

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