

**BUSINESS & FINANCE**  
EMPLOYMENT



**Employment law continues to be the subject of considerable legislative scrutiny and change, with 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 advises both employers and senior employees, providing a complete service from the drafting of contract documentation, policies and handbooks for employers and advising on contracts for senior executives, to the resolution of disputes if they 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 dispute resolution procedures
- > Employment aspects of commercial transactions, business sales and share sales
- > TUPE transfers.

Recent examples of our work:

- > Advising on a wide-range of maritime employment law issues for UK flagged vessels, preparing and advising on crew agreements and employment contracts and liaising with the UK Maritime and Coastguard Agency to obtain relevant approvals
- > advising a leading provider of technology in relation to disciplining and potential dismissal for gross misconduct of an employee who abused company IT systems

- > acting in relation to the enforceability of restrictive covenants in the employment contracts of two potential recruits and advising in relation to possible injunctive relief
- > acting for various individuals in relation to the termination of their employment and their compromise agreements
- > advising several international companies in relation to immigration issues including obtaining employer sponsorship licences in order to enable them to employ non-EU skilled workers in the UK
- > advising an oil industry service company in relation to a TUPE transfer
- > 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.

We provide regular Employment Updates for clients, and provide briefings/presentations to Human Resources teams on specific employment issues. If you would like to be included on this distribution list please contact any of the people listed below or your usual Ince contact.



**Charlotte Davies**  
Partner

Charlotte specialises in employment law but also conducts personal injury and professional negligence cases. She represents clients in the Employment Tribunal and Courts and has on two occasions taken matters to the House of Lords. She has assisted employers and employees on a wide range of issues including discrimination and redundancy and frequently advises on the enforceability of restrictive covenants and has considerable experience of injunction proceedings in this context.

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**Katy Carr**  
Senior Associate

Katy acts for companies and senior employees in relation to a wide-range of contentious and non-contentious employment issues including employment/service contract preparation and advice, redundancies and dismissals, termination of employment and compromise agreements, employer policies and procedures, restrictive covenants, and unfair dismissal (including discrimination) claims.

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**Nick Wilcox**  
Solicitor

Nick specialises in employment law, acting for employers, senior executives and employees in contentious and non-contentious matters. He advises on a broad range of issues, including unfair dismissal, redundancy, discrimination laws, disciplinary and grievance procedures, directors' duties, service agreements, contracts of employment and HR policies.

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Aviation    Business & Finance    Commercial Disputes    Energy & Offshore    Insurance & Reinsurance  
International Trade    Shipping

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