

A high-speed train, possibly a Shinkansen, is shown in a large, industrial-style train station. The train is white with a prominent red stripe running along its side. The station's interior features a complex network of dark metal beams and large, arched skylights that allow natural light to filter in. The overall atmosphere is one of modern infrastructure and transportation.

 **Steeles Law**
Solicitors

First-class legal advice

**Employment & Immigration Law
Make it Top of Your Agenda**

EMPLOYMENT & IMMIGRATION LAW - MAKE IT TOP OF YOUR AGENDA

Introduction to the employment team

Steeles Law's specialist employment team delivers a comprehensive range of legal and human resources services to local, national and international clients.

Our friendly and approachable advisers offer practical and commercially sensible advice on complex and often sensitive problems in the workplace. Working in partnership with the client, our experience and expertise produce innovative solutions and create lasting professional relationships.

Employment documentation

Effective policies and procedures are indispensable for any business regardless of size; Steeles Law can provide you with employment documentation tailored to the needs of your business.

Well-drafted contracts, policies and procedures encourage positive employment relations, reduce the risk of tribunal claims and help provide a successful defence when they arise. Whether you are seeking to introduce new terms and conditions of employment, a complete staff handbook, an up-to-date maternity policy or equal opportunities policy, or you need an executive service agreement, Steeles Law will work closely with you to ensure the documents suit your exact requirements.

The **total** number
of employment **claims**
was **189,303** in 2007/08,
up from **132,577** in 2006/07

Source: ETS Annual Report 2007-2008

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Handling dismissals and disciplinary action

Steeles Law will work with you to ensure that matters run as smoothly as possible when employment comes to an end, whether it is by reason of redundancy, expiry of fixed term contract, retirement or a reason related to the individual's performance or conduct.

Steeles Law can help draft the necessary letters and agreements and provide the expert advice and guidance to ensure that potentially contentious matters are handled with sensitivity and with a clear understanding of each party's legal obligations.

Employee disputes and tribunal proceedings

When dismissals, grievances or disciplinary actions are challenged, Steeles Law will help make sure that the business is in the best possible position to defend against such claims and that it is fully advised on its legal position at the earliest stage.

We can offer specialist advice on a full range of discrimination issues. Our experience ensures that clients are given the most practical and commercially realistic advice at every stage of the proceedings, with a view to achieving the most positive outcome.

UK Immigration and Nationality

Steeles Law are also able to advise and represent you with respect to all aspects of UK Immigration and Nationality Law. We are able to offer a dedicated service for employers including the provision of Immigration Audits on client premises and assistance with the application for a licence as a sponsor. Steeles Law's Immigration team can significantly improve the likelihood of your application being approved.

Our friendly advisers offer
practical and **commercially**
sound **advice** on **complex**
sensitive problems.

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Seminars and training

Developments in employment law have had an enormous impact on organisations operating in both the public and private sector. With employees increasingly aware of their rights, it is no longer only HR professionals that need to concern themselves with employment issues.

Senior and operational management on the front line need to be aware of and be able to implement correct procedures, whether dealing with misconduct, poor performance, sickness absence, redundancy or addressing complaints of discrimination. Mistakes made at the point of first contact are one of the principal factors behind successful tribunal applications and are usually easily avoided.

The Employment Team can help managers to stay abreast of current legal issues affecting your business. Tailored seminars, workshops and case studies help bring key staff up-to-date with a view to limiting future liabilities and reducing tribunal claims. They also provide the perfect opportunity for the organisation to review existing documentation, policies and practices.

We also keep clients up to date with developments in employment law through our regular e-mail bulletin 'enews' and bi-annual employment law update seminars.

Our **mission** is simple.
To make the **law**
work for you.

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Who do we act for?

Steeles Law's employment team works with in-house HR professionals, in-house lawyers, large and small companies, public sector organisations, local authorities and employees.

More information, further help and guidance

All drafting, advice, representation and training is given by lawyers specialising in employment law.

For further information on any of the above services please contact the team on **0207 421 1720**.

Alternatively, if you would like more information about either the employment team or any of Steeles Law's other legal services, or if you would like to be added to our mailing list for 'enews' please contact us at lonemp@steeleslaw.co.uk or visit our website at www.steeleslaw.co.uk.

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Meet the Team

Oliver Brabbins
Principal, Head of Employment Team



Oliver is a very experienced solicitor who has specialised exclusively in employment law throughout his career, advising particularly employers. He is an experienced advocate representing clients at Employment Tribunals and the Employment Appeal Tribunal across the UK. Oliver also has a great deal of experience in advising on large-scale corporate restructuring exercises, TUPE issues and collective disputes and trade union matters. Oliver is a qualified personnel manager and is a member of the Employment Lawyers Association and of Justice.

Cheryl Edmonds
Principal, Employment



Cheryl specialises exclusively in employment law and has established a strong reputation advising in both the private and public sector. Cheryl has significant experience of advising on the employment implications of mergers and acquisitions, large-scale reorganisations and TUPE issues. She also represents clients in the employment tribunal and has successfully handled claims involving a range of issues including equal pay and discrimination, whistle-blowing, redundancy and unfair dismissal claims. Cheryl is an experienced advocate, having appeared in the Employment Appeal Tribunal and frequently before Employment Tribunals around the country. Cheryl is a member of the Employment Law Association, Industrial Law Society and Institute of Employment Rights.

Lorna Townsend
Principal, Employment



Lorna specialises exclusively in employment law but has a background in commercial law, which she is able to put to good use when advising on the employment law related aspects of corporate deals, including in particular the TUPE issues that arise from the contracting out of services. Lorna also advises on a broad range of both contentious and non-contentious issues and is an experienced advocate in employment tribunals. She has successfully represented clients on a wide range of claims, including unfair dismissal and discrimination. Lorna is also extremely experienced at drafting employment law contracts and associated documents.

Alison Davies
Associate, Employment



Alison specialises exclusively in employment law and advises on a broad range of both non-contentious and contentious issues including drafting contractual documentation, unfair dismissal and discrimination cases. Alison has particular expertise advising on TUPE and specifically issues relating to the contracting in or out of services. Alison has also been heavily involved in handling Birmingham City Council's 440 plus 'Preston' part-time pension cases. Alison is a member of the Employment Law Association and Industrial Law Society.

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Sally Andrews Legal Executive, Employment



Sally is a Fellow of the Institute of Legal Executives who specialises exclusively in employment law. Sally is experienced in dealing with all aspects of contentious and non-contentious employment advice for numerous corporate clients. Sally also has wide experience in discrimination cases which was developed through the handling of a large number of highly publicised pregnancy dismissal sex

discrimination claims and equal pay claims against the Ministry of Defence. She is a member of the Employment Lawyer Association and the Discrimination Law Association.

Tina Maxey Solicitor, Employment



Tina has advised on a broad range of contentious and non-contentious issues, including discrimination and unfair dismissal. Tina also drafts employment contracts, directors' service agreements and compromise agreements. Tina has a particular interest in unfair dismissal.

Sanjeev Uppal Solicitor, Employment



Sanjeev provides advice in respect of contentious and non-contentious employment matters. She has particular experience in drafting contracts, directors' service agreements and settlement agreements. Sanjeev also advises a range of clients on redundancy exercises, unfair dismissal issues, various types of discrimination and deals with the preparation of cases for tribunal.

Sasha Lormant Solicitor, Employment



Sasha is a former Steeles Law trainee, recently qualifying into the London employment team. She has particular experience drafting contracts, policies and settlement agreements. Sasha also advises on a range of contentious issues including unfair dismissal claims (with particular reference to redundancy) and discrimination claims

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Elizabeth Stevens
Professional Support Lawyer, Employment



Elizabeth has eight years experience as an employment law solicitor. She spent her first two years post-qualification advising clients on all aspects of employment law, both contentious and non-contentious, before becoming a professional support lawyer. Elizabeth supports the employment team in all aspects of its work, keeping track of employment law developments, writing articles for publication and producing seminars.

Mark Barnett
Associate, Head of Immigration, Notary Public



Mark is an experienced Immigration lawyer who has practiced in this area for over 15 years. A longstanding member of the Immigration Lawyers Practitioners Association, Mark represents numerous employers and individuals with respect to their immigration applications. Issues Mark advises on include the implications for employers and individuals of the new Points Based System; the latest regulations regarding illegal workers and Civil Penalties; applications by employers and educational institutions for a licence as a sponsor; and applications for British nationality. Mark is also an accomplished speaker on this subject.

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