

# Field | Seymour | Parkes

## EMPLOYMENT ADVICE AND SUPPORT

**In a nutshell,** we get to know our clients, how they work, and then help solve all of their employment and HR issues.

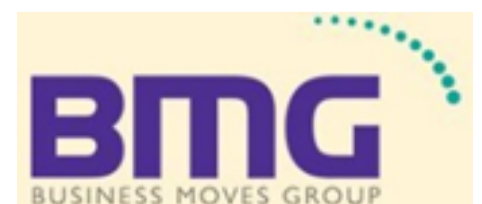
**We follow your lead.** We know different clients work in different ways. Once we know how you work and deal with employment matters, we can quickly find practical solutions that suit you.

**We do it all.** We handle all aspects of employment and immigration law and you don't have to look further when needing contracts or policies, ad-hoc assistance, litigation or more complex advice concerning reorganisations, outsourcing or acquisitions.

**We don't work alone.** We are part of a 110 strong full legal service practice, which means that whether the issues involve commercial, corporate, pension or tax issues, we can find you a solution.

**No boundaries.** Our clients are a diverse group. We act for employers from blue chip companies to small local charities. We also work with a number of international clients as part of our global network of law firms.

We can't reveal all of our clients, but you may have heard of the following:



## Why Field Seymour Parkes?

- No cost surprises** We will agree a fee or estimate and will stick to it. We won't send you a bill unless you have approved it.
- One contact** Every client has one relationship manager and we will ensure that you know who you are dealing with every time you pick up the phone or send an email.
- Responsive** We are here whenever you need us, on phone, mobile and email. We aim to respond to all messages the same day and if we can't give you an answer straightaway, we will let you know when we can.
- Plain Speaking** We provide practical advice with all options, risks, costs and benefits explained at the outset. If we can resolve a matter in minutes, we will.
- Balanced team** Not every matter requires partner level advice or fees. If we think a matter can be handled by a different team member at a lower cost, we will let you know.
- Speak freely** As solicitors our advice is covered by legal privilege so you can speak freely without worrying that what you say will be repeated in a tribunal.
- Looking after you** Our job isn't finished when a particular issue is resolved. We will help keep you compliant with free updates and seminars and carry out a free annual review of your contracts and handbook on request.
- Testimonials** We don't chase awards, but we know our work is valued. We are happy to put you in contact with one of our clients for a confidential discussion about our services.
- Happy** We are confident you will be happy with our service, but if not let us know; we will work with you to get it right.

*"The FSP team understand our business and their advice mirrors the reality of employment at BMG. This integrated approach allows us to manage our employees with clarity and confidence." Rachel Walton, Managing Director, Business Moves*

*"The Employment team give clear advice in a friendly yet thoughtful way. The advice is always excellent and the team are a pleasure to work with." Sue Tibballs OBE, CEO, The Sheila McKechnie Foundation*

## Our experience

Due to client confidentiality we can't always talk about our work but, aside from the day-to-day support we provide, we have recently been busy with:

- Successful defence of age discrimination and constructive unfair dismissal claims following an eight day tribunal hearing
- Advising on the legal implications of closure of part of a business with in excess of 1,500 employees
- The enforcement of restrictive covenants and confidentiality obligations against a departing employee and director
- Successfully negotiating the terms of a recognition agreement between one of our clients and a trade union
- Advising on a strategic reorganisation of a client's European business leading to widespread redundancies across a number of jurisdictions
- Acting on behalf of our client in respect of a number of long-running equal pay claims
- Advising on the dismissal of a managing director of a multinational company, including advice on vacation of office under the company articles
- Representing our client in respect of a class action for underpayment of holiday pay
- Advising on an extensive data protection subject access request from the former CEO of one of our clients
- Successfully completing collective consultation on changes to the contractual remuneration and benefits of over 250 employees

*"FSP's advice is pragmatic, knowledgeable and balanced. The team have always been approachable, efficient and constantly provide us with invaluable support..." Lynn Dillon, HR Director, Whistl*

*"...superb advice with a strategic approach, even on the most intricate issues..." Sarah Pollock, Director - Employment Counsel, VMWare*

## Get to know us

If any of this sounds of interest then please read a little bit more about our team below. Contact Ian Machray to arrange a no obligation meeting (at your offices or ours) to discuss your business and how we can help.

### Katie Burley – Senior Associate

Katie is known for her ability to secure excellent settlements for her clients and in finding solutions to the most difficult of employment problems. Katie also heads our education group.



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M 07825 033209  
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### Jackie Denham – Senior Associate

Jackie has a distinctively practical and commercial approach having spent a number of years working in-house and has particular experience in supporting large-scale restructures.



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M 0782 589 1615  
E [jackie.denham@fsp-law.com](mailto:jackie.denham@fsp-law.com)

### Ian Machray – Partner

Ian heads the team and specialises in complex TUPE matters, the enforcement of restraints of trade and high value or technical tribunal litigation.



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M 07919 328122  
E [ian.machray@fsp-law.com](mailto:ian.machray@fsp-law.com)

### Imelda Reddington – Senior Associate

Imelda leads our immigration practice, specialising in business immigration for clients with an international presence as well as advising high net worth individuals and business entrepreneurs on the opportunities to reside in the UK.



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### David Clay – Associate

David has expertise across the full range of day-to-day employment issues. He also handles tribunal claims and advises on the employment aspects of business sales and acquisitions.



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### Christian Meredith – Solicitor

Christian has particular expertise in advising and drafting settlement agreements, producing all types of bespoke employment documentation and advising on disciplinary and grievance matters.



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