

Employment

Our team brings together years of employment law experience with a business-like approach



Big skies. Big thinking.

Expertise for businesses and individuals

Our knowledge and experience add value to our service

Although taking on staff is an essential way for a business to function and grow, it goes without saying that the mass of ever-changing employment regulations can be daunting for even the most experienced.

Tribunals, redundancies and corporate restructures are just a few areas where our employment team can advise you. Our specialist lawyers are accustomed to dealing with such complex scenarios on a daily basis.

We serve a range of clients from small, family-owned businesses to large corporations with thousands of employees; we can provide bespoke fixed-fee packages to suit the specific needs of your organisation.

Our knowledge of the employment sector means we are able to not only advise but also to provide employment law training to your HR team. We can instil a culture of professionalism throughout your business, thus stopping problems before they become full-blown disputes.



Our employment law team is your employment law team

A secure, fixed-fee employment service

By having our Employment team on a retainer for a single fixed-fee, you will benefit from having a direct line to one of our specialists; you will be prepared for any unforeseen events which may arise and will undergo a 'health check' of your HR policies and documents. These essential features will ensure you are covered from day one.

The fee itself is calculated by looking at your business size, location and number of employees. In this case, no size fits all, so whatever your needs may be you'll receive a service specifically tailored to your organisation.

Knowing your business

In-depth knowledge of our specialist sectors helps us understand the unique challenges your business faces, particularly when it comes to agriculture and the mass of regulations it carries such as, gang labour, housing issues and unfair dismissal advice.

“The service I received from Roythornes was so good I find it hard to think of any way it could have been improved on”

We have a commitment to staying at the cutting edge of new legislation

Our approach is to work closely with you, auditing your premises, processes and policies to provide both practical and legal advice on minimising the risk of claims. We will also help you make sure that interactions with contractors, suppliers and agency staff do not compromise the standards you set.

We ensure individuals receive fair treatment at work

Members of the team frequently act for clients who have been dismissed unfairly by their employers and are able to represent them in tribunals to ensure the best possible outcome for them.

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Our services

We can advise businesses on

- Corporate restructures
- TUPE transfers
- Health and Safety
- Working Time Regulations
- Foreign and 'gang' labour
- Industrial relations
- Employment tribunals
- Service agreements and contracts
- Equal opportunities and non-discrimination policies
- Managing redundancies and dismissals
- Dealing with under-performance
- Creative solutions for difficult problems

We can advise individuals on

- Unfair dismissals or summary (without notice) dismissals without cause
- Unlawful deductions from wages
- Unfair selection for redundancy
- Sex, disability or racial discrimination
- Family friendly rights

Roythornes is a top 150 law firm with a strong focus on employment, property, commercial and individual services

It is the combination of technical expertise, personal attention and commercial acumen that sets us apart.

Testimonials ...

“Your service is superb and doesn’t need improving. Professional, courteous, understanding and prompt throughout.”

“My case was dealt with very quickly and efficiently! Can’t think of anything that you need to improve.”



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