

Employment



‘As a reflection of its quality services, Virgin Atlantic Airways cherry-picked the team for employment work for the first time... The “brilliant” team’s expertise is wide ranging. “They’re great, everyone should use them,” one client said.’

Harbottle & Lewis LLP provides specialist advice to the media, entertainment and communications industries. It remains unique in having expertise right across these sectors and is consistently recognised as a leading firm by independent sources. Whilst its key practice areas continue to expand, the original values of the firm - to provide efficient legal advice, encourage originality and exceed expectations - remain constant.

Our Employment Group

Why do clients come back to Harbottle & Lewis for employment advice? They enjoy working with us. They appreciate our energy and enthusiasm and know that they will get professional, straightforward advice.

They can also count on our understanding and particular experience in the media and entertainment industries, together with those in the aviation, retail, fashion and communications arenas, drawing on our specialist knowledge and contacts. However, as we closely follow changes in employment legislation, we are able to bring our breadth of knowledge to any industry.

Our well-established Employment Team deals with all aspects of the employment relationship from recruitment to termination and everything in between, viewed from the perspective of both the employee and employer. Our Tax Lawyers provide advice on employee benefits as well as personal and corporate tax issues and we also work closely with our Immigration Practice. Together we are able to provide a bespoke and comprehensive service to each and every client.

In an arena where legislation can change frequently, we keep our clients up to date by running seminars on important changes in the law, holding internal workshops on areas of particular relevance and producing a quarterly newsletter with the emphasis on interesting aspects of the law that affects our clients.

We advise HR professionals and senior personnel in a wide range of industries, who expect professional service and talented minds. Our Employment Lawyers bring a personal level of service that only a small, close knit team can offer. A small team that is approachable, commercial, creative and cost effective, who take care to devise the best solutions for their clients.



'We have always found the solicitors at Harbottle & Lewis to be approachable and helpful. They provide commercial solutions to our employment issues and also ensure that we are kept informed about legislation updates by way of seminars and regular newsletters. An excellent service all round!'

HR Team, Chrysalis

Employment Expertise

We advise employers and employees on all aspects of contentious and non-contentious employment law.

Recruitment and Appointment

We advise on the many aspects of recruitment and appointment of employees, senior executives, consultants and directors including drafting contracts of employment and service agreements.

Management and Employee Relations

We have expertise in drafting and implementing employment policies and staff handbooks, handling grievance and disciplinary procedures and giving day to day advice on employment and HR issues.

Reorganisation

We frequently advise on corporate re-organisations, business sales and outsourcing arrangements and give advice on TUPE related issues and individual and collective redundancies.

Termination

Our work includes advising on senior executive terminations and compensation packages, post-termination restrictive covenants and negotiating and drafting settlement and compromise agreements.

Litigation

We represent employers and employees in all types of employment claims in Employment Tribunals and in the Courts (including discrimination claims, unfair and wrongful dismissal, breach of contract and injunction hearings).

Employee Benefits

Our Tax Lawyers' work includes establishing share option schemes for clients and they advise on all aspects of share option schemes and other employee benefits.

Immigration

We work closely with our Immigration Group. A copy of the Group's brochure is downloadable from our website.

Training and Information

We design and deliver training for clients and contacts tailored to their specific needs. We periodically hold seminars and briefings on new employment legislation which can be supplemented by in-house client training. We also keep clients up to date by providing updates through our quarterly newsletters. Copies of recent newsletters and other articles are available on our website.

'I have always enjoyed working with the Employment Team at Harbottle & Lewis – not only can I rely on them to be responsive and knowledgeable, they are also approachable and a pleasure to work with'

Alex Armas, Executive Director
Ladies European Tour Limited



'The growing Employment Team at Harbottle & Lewis is extremely competitive.'

Legal 500

Our Clients

The Employment Group advise and represent clients from a varied and extensive client base including those from media, entertainment and sports industries. Recent clients include employees and senior executives as well as HR professionals, in-house lawyers and senior personnel of:

- Airlines
- AIM Listed Companies
- Broadcasters
- Charities
- Interactive Media & Games Companies
- Leisure Companies
- Professional Football/Rugby Clubs
- Publishers
- Radio Stations
- Record Companies
- Restaurants
- Retail Groups
- SME Businesses
- Sports Governing Bodies
- Telecoms Companies
- Television and Film Producers
- Theatre Companies
- Tourist Boards

‘Harbottle’s Employment Team has always provided us with excellent support, and we value their speedy and practical advice.’

Comic Relief



‘The “brilliant” team continue to win accolades for Harbottle & Lewis LLP.’

Legal 500

For further information please contact members of the Employment Group on 020 7667 5222 or at www.harbottle.com/employment

Contact Information

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