



## EMPLOYMENT LAW **GUIDE**

# ADVICE FOR SENIOR EXECUTIVES

We spend a vast amount of time at work and it is mostly a positive experience. You may need some advice about employee rights, reviewing a new employment contract and negotiating the terms, asking for a promotion or requesting a flexible working pattern. However, conflicts at work can be distressing and daunting for a variety of reasons and trying to deal with them on your own is difficult. We can help to clarify the situation for you by providing clear, practical and confidential guidance.

### CLARIFYING THE SITUATION WITH CLEAR, PRACTICAL ADVICE:

Our employment lawyers regularly provide advice to senior executives and professionals in workplace issues, from a broad range of industry backgrounds including financial services, media, technology, real estate and professional services. If you are an employee, Director, Partner, Senior Executive, Board member, Doctor or regulated individual (e.g. Solicitor or financial advisor), our team can help.

Our employment solicitors work closely with you to explain your rights and decide on your ultimate objective, whether that is remaining in employment (where possible) or negotiating the best terms of departure through a settlement agreement. If all else fails then we can help you pursue your claim through the Employment Tribunals or Courts.

As we have extensive experience in acting for both employers and employees, we see the situation from both perspectives and can anticipate the thought process of your opponent. Due to the stressful nature of employment disputes, we generally encourage an early resolution but when litigation is required we are robust and tenacious in our approach to get you the best possible outcome.

## HOW WE CAN HELP:

We advise senior executives and management teams in a wide range of industries on all employment-related matters including:

- Employee rights
- Reviewing your employment contract, service or consultancy agreement
- Employment status
- Flexible working and family-related matters
- Pregnancy, maternity leave and parental leave
- How to handle a disciplinary matter
- How to lodge and pursue a grievance
- Dealing with a redundancy procedure or reorganisation
- Discrimination, bullying, harassment and victimisation
- Whistleblowing
- Garden leave, post-termination restrictions and fiduciary duties
- Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE)
- Negotiating an exit through a Settlement Agreement or ACAS
- Claims in the ET, EAT and High Court

Recent examples of our work acting for senior employees and executives include:

- negotiating numerous six-figure settlement sums for employees in the financial services sector;
- securing a substantial settlement sum representing future loss of earnings to retirement for a solicitor who had been constructively dismissed and subjected to age discrimination;
- negotiating favourable terms in a new service agreement for a senior executive joining a FinTech company;
- representing the CEO of a media company on their unfair dismissal, age and sex discrimination; and
- representing numerous senior and C-level executives in contentious matters, including successfully negotiating lucrative and complex settlement packages.

For further information or to discuss how we can advise you with whatever employment law issue you may be facing, please email us at [employment@collyerbristow.com](mailto:employment@collyerbristow.com) or contact one of the team directly (details on the next page).

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**"YOUR PROFESSIONAL SERVICE HAS BEEN OUTSTANDING, AND I FELT HEARD AND SUPPORTED ALL THE WAY THROUGH TO REACHING A CONCLUSION"**

Client feedback

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## Key contacts



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