

COLLYER BRISTOW

EMPLOYMENT LAW & IMMIGRATION

SERVICES & EXPERTISE - FINANCIAL SERVICES

JULY 2023

ABOUT COLLYER BRISTOW

Collyer Bristow LLP is a long-established central London law firm with 33 partners and over 50 other lawyers.

We provide high quality, individually tailored legal advice, often with a cross-border aspect, to a portfolio of international and domestic companies of all sizes. We also act for entrepreneurs, individuals and family offices. Our main practice areas are Corporate and Commercial Services, Employment and Immigration, Dispute Resolution, Private Wealth, and Real Estate.

Our clients tend to choose Collyer Bristow because they appreciate individuality, creativity and collaboration, and value a more engaged and personalised service. They recognise that we are ambitious for our clients and take whatever time is needed to get to know their business properly, to develop trust, and to understand the commercial objectives behind every transaction, situation or dispute. This resourceful thinking and deeper knowledge allows us to operate more strategically, to increase levels of connectivity, to act decisively and at speed, and to achieve better outcomes.

We view client relationships very much as partnerships. We listen constantly and carefully to our clients, care passionately about delivering excellence, and will always go the extra mile to find smarter and more efficient ways of delivering what our clients want and need. We have a "can do" attitude, whatever task we are set.

FINANCIAL SERVICES

Our multi-disciplinary financial services team provides a seamless service to businesses and individuals operating in the financial sector, whether that is financial services firms, private equity investors, businesses or family offices. Our work ranges from corporate finance, lending, and restructuring, to funding, regulation, and the pursuit of high-value and complex claims for and against financial institutions.

We act for many regulated financial services firms, including those within the FinTech and RegTech arenas. Our clients include banks, payments providers, fund managers, trading platforms, brokers, Forex companies, P2P lenders and those utilising Blockchain technology and digital currencies, as well as many high profile individuals within the sector.

Examples of our clients include:



OUR EMPLOYMENT SERVICES

Our Employment team works closely with many types of clients within the financial sector, including large companies, SMEs, owner-managed businesses and start-ups, as well as individuals, providing advice on a variety of issues, whether they are HR related, strategic, complex or contentious.

We go out of our way to get to know your business, working practices, culture, and commercial objectives. This enables us to provide tailored, pragmatic and strategic advice. Our advice is delivered on time and is easy to follow. However complex the matter, we help clients to think and plan strategically.

We have a deep understanding of employee relations and help clients to plan and manage change. Where grievances, disciplinary matters or disputes arise, or a severance situation develops, we find solutions that are best for your culture and your business, working closely with you but taking responsibility for and ownership of our decisions at every stage.

Where litigation cannot be avoided, we guide you through the Court or Tribunal process cost effectively and robustly, with a steadfast commitment to protecting your interests and delivering the best possible result for your reputation and your business.

Our Employment team covers all aspects of employment law, including:

- Recruitment
- TUPE and business transfers
- Restructuring
- Employee communications
- Change management
- ESG and diversity initiatives
- Governance issues
- Disciplinary and grievance proceedings
- NED contracts
- LTIPs and bonus schemes
- Dismissals
- Settlement agreements
- Employment contracts
- Confidentiality agreements
- Policies and staff handbooks
- Redundancy
- Employee relations
- Trade union recognition
- Discrimination
- Gig economy and other “modern work” issues
- Industrial action
- Employee forums/staff councils
- Immigration
- Employment Tribunal proceedings
- High Court proceedings

“UNLIKE OTHER LAW FIRMS WE HAVE PREVIOUSLY USED, COLLYER BRISTOW HAS SHOWN NIMBLENESS AND OUT OF THE BOX THINKING WE HAD NOT PREVIOUSLY EXPERIENCED.”

Client feedback



"LEGAL ADVICE THAT IS FAST,
METICULOUS, AND TAILORED TO
YOUR BUSINESS"

CLIENT FEEDBACK

RECENT CASE HIGHLIGHTS

The following is a representative sample of the work undertaken by members of the Employment team within the financial services sector.

- Advising a financial services company through a **complex redundancy procedure** and successfully avoiding litigation or serious complaints from employees.
- Redrafted a bank's **staff handbook** to bring policies into line with SMR, Remuneration Code, and other regulatory changes.
- Advising a bank on the exit of a number of senior executives through **negotiated settlements**.
- Recommending a safe course of action to a trading company to **recruit a new employee from a competitor**.
- Drafting **service agreements for the C-Suite** and others at an insurance brokerage.
- Representing a director with complaints of **sex discrimination and sexual harassment**, successfully negotiating a lucrative settlement package including a 6-figure ex-gratia payment and an apology.
- Successfully representing an accountant in an **Employment Tribunal claim for sex and maternity discrimination** where the employee was forced to return to work during her compulsory maternity leave, with criminal implications for the employer.
- Negotiating a highly lucrative **exit package on behalf of a CEO**, including provisions guaranteeing future consultancy work.
- Advising senior employees and C-suite executives through internal procedures including **grievances, disciplinaries, and whistleblowing complaints**.
- Advising regulated professionals through **internal disciplinary investigations**, advising on regulatory consequences and concerns, and with an eye to criminal implications.
- Advising and representing regulated professionals through **regulatory investigations and proceedings**, including investigations and hearings and interim orders panels.

BUSINESS IMMIGRATION

Our team of immigration solicitors, based in London, offers a personal and tailored service to private clients and businesses. With a thorough knowledge of the UK immigration rules and by gaining a full understanding of your unique circumstances and priorities, we can determine the route which best fits your requirements from across the UK visa tiers. We then guide you practically and pragmatically through the immigration process, also advising on any relevant tax planning implications.

We provide innovative advice to businesses looking to recruit nationals from abroad or to transfer employees to the UK from an overseas office. This may include obtaining and managing a sponsorship licence for an employer, submitting applications for Tier 2 visas for sponsored employees under the points based system, arranging Tier 5 visas for temporary workers, or obtaining sole representative visas for companies sending their first employee to the UK to grow the business.

For businesses employing people from the EU or EU nationals running businesses in the UK, Brexit will require changes to be made to how your business operates. Our team can ensure you understand how Brexit affects your business and that you have a plan to address it. For individuals, our team can support you and any dependants in applying for permanent residency in the UK.

For high net worth individuals and their families making the decision to relocate, solutions may involve the Innovator, Start-up or Investor visa routes, student or working visas, and an application for a family visa for a partner and potentially children or other dependants. If you have already lived here for a time, our team can also advise on the extension of a UK visa or applications for permanent residence, indefinite leave to remain and citizenship.



TANIA GOODMAN

Partner - Head of Employment

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Tania is a Partner specialising in employment law. Her clients range from large companies to SMEs and owner managed operations. She also acts for individuals from all walks of life including financial services, media, technology, real estate and professional services.



ANDREW GRANGER

Partner - Employment

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Andrew has expertise in all aspects of contentious and non-contentious employment law work (especially recruitment, dismissals, restructuring, employee relations, discrimination, investigations, confidential information, restrictive covenants, M&A, and contract negotiations).



SINEAD KELLY

Associate - Employment

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Sinead acts for and advises individuals and employers on all areas of contentious and non-contentious employment law. She is experienced in negotiating high value and often sensitive exits for senior employees. She also provides day-to-day advice to employers on all aspects of employment law.



DANIEL ZONA

Associate - Employment

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Daniel enjoys a broad practice, acting for both employers and employees on a full range of contentious and non-contentious employment matters. He has particular experience of handling complex tribunal cases involving unfair dismissal, discrimination and whistleblowing.



EMMA BURROUGHS

Associate - Employment

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Emma has experience advising both employers and employees on a wide range of contentious and non-contentious employment matters, such as dismissals, contract negotiations, TUPE, recruitment, restrictive covenants, and M&A.



LUKE NAYLOR

Trainee Solicitor

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Luke is a Trainee solicitor currently working with our employment team. Luke studied History and International Relations at Exeter University from 2016-2019 before attending the University of Law to complete his GDL and LPC.



CHARLES AVENS

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Charles provides advice and support to both UK companies wishing to employ foreign nationals (recruiting from abroad or transferring employees to the UK from an overseas office) and to foreign businesses wishing to start a business in the UK.



CHARLIE FOLWER

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Charlie advises on a full range of immigration matters. With businesses, Charlie advises corporate clients on recruiting and retaining top talent from the global market. He also advises entrepreneurs about setting up businesses in the UK.

For more information please visit

COLLYERBRISTOW.COM

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