

# EMPLOYMENT LAW & IMMIGRATION

## ABOUT COLLYER BRISTOW

Collyer Bristow LLP is a long-established central London law firm. 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.



The firm and many of our individuals are ranked in the latest edition of the Chambers & Partners legal directory.



The firm and many of our individuals are ranked in the latest edition of the Legal 500 legal directory.



We have been awarded Bronze in the 'Law Firm of the Year' category at the 2023 Citywealth Magic Circle Awards.

## INTERNATIONAL REACH

Collyer Bristow is a highly internationally focused firm. We work with clients based in countries all over the world. However, as a firm we maintain a particular focus upon; have a cultural awareness and language expertise in; and have built considerable professional contacts in Italy, USA, Channel Islands, and Switzerland.

We are an active member of World Link for Law, a leading network of international law firms which allows us to source and collaborate with high quality international legal providers in the jurisdictions that our clients require. We are also the founder members of Business & Banking Litigation Network, a network of law firms from around the world with litigation expertise including experience of acting for clients in disputes with banks and other financial institutions.

**"LEGAL CORRESPONDENCE THAT IS ELEGANT, COST EFFECTIVE AND COHERENT ... WE ARE VERY IMPRESSED BY THE FIRM'S OFFERING"**

Client feedback

## 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.

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### 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

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**"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

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An aerial photograph of a London street scene. In the foreground, a large, classical-style building with a portico of columns is visible. To the right, a red double-decker bus is driving on the street. In the background, several modern skyscrapers are visible, including the Shard and the Gherkin. A white rectangular box is overlaid on the image, containing text.

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

**ADDISON LEE**

## RECENT CASE HIGHLIGHTS

The following is a representative sample of the work undertaken by members of the Employment team.

- Applied for a **High Court injunction** against two former senior employees who had misappropriated our client's commercial data/software and attempted to set up a competing business. Our quick and decisive action removed the threat to the business and enabled a claim for substantial damages.
- Worked closely with a well-known international company during the **major restructuring** of its operations. This included bringing external staff in-house (via TUPE) and the reorganisation of its entire sales function.
- Advising a green-tech energy company on the **hive down and restructuring** of its business and the flotation of its subsidiary on AIM.
- Successfully defended a company in a **class action brought by 40 employees** claiming excessive holiday pay.
- Advised the management team of a substantial media company on the employment aspects arising from the **sale of the group** to another well-known marketing agency, involving a management buy-out.
- Advised a leading real estate agency, with multiple branches across London and the South East, on a **corporate restructuring of management incentives**, including new contracts for all directors and senior executives, a new incentive scheme and structuring a new share offering.
- Defended a leading London medical facility in a claim for **constructive unfair dismissal and whistleblowing** brought in the Employment Tribunal.
- Advised on the **restructuring** of a large corporate client's telephone call centre. This included collective consultation redundancy and changing the terms and conditions of all remaining staff (pay structure, incentives and shift patterns).
- Advised a leading international consumer goods brand, listed on the New York Stock Exchange, on the employment elements of **restructuring** its global distribution strategy in order to take distribution of its products in-house.
- Defending our transport sector client in a class action brought by 160 former employees across four **Employment Tribunals** for alleged failure to follow a fair collective redundancy exercise during the pandemic.
- Redrafted a bank's **staff handbook** to bring policies into line with SMR, Remuneration Code, and other regulatory changes.

## 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 Goodman joined the team as a partner in 2007. 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.



## **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.



Scan above or click [HERE](#) to view biographies and contact details of the full team.

For more information please visit

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