

JUST EMPLOYMENT LAW

employment law specialists

Annual Retainer Service

GLASGOW • ABERDEEN • MANCHESTER • LONDON

About Just Employment Law

The Company

Established to meet the needs of employers in the ever changing and challenging field of employment law, the company comprises a team of employment law specialists.

Just Employment Law acts for its UK-wide client base from four offices located in Glasgow, Aberdeen, Manchester and London.

We provide unlimited access to our services, 24 hours per day, 365 days of the year.

Our aim is to provide clients with the highest standards of service whilst remaining cost effective.



The Team

Our practising Directors David McRae and David Reid have worked together in the employment law field throughout their professional careers. They have always passionately believed that fixed-cost, affordable employment law advice and support can be delivered to employers without compromising on quality. Just Employment Law is built upon this principle.

David McRae – Managing Director



David is a well known employment law specialist. He qualified as a solicitor in Scotland and quickly established his reputation as a highly accomplished Employment Tribunal litigator. As well as having responsibility for the overall direction of the company, David plays a full part in advising and representing our retained clients. His formidable negotiation skills are greatly valued. David is also a regular speaker and commentator on employment law matters, providing a pragmatic perspective on many of the legal issues affecting UK employers today.

David Reid – Director

A solicitor qualified in Scotland, David concentrates exclusively in the employment law field. He has overall responsibility for the development and delivery of our retainer service to clients. His in-depth technical knowledge of employment legislation and his expertise in drafting contractual documentation ensure that our clients receive first class advice and support. David is also the editor of our website and e-based services.



Gillian Cumming



Gillian divides her time between contentious and non-contentious work on behalf of clients. A solicitor qualified in Scotland, she has a particular interest in unfair dismissal and contractual disputes. Gillian is involved with the delivery of our retainer service and keeps clients updated with feature articles on employment law. She also maintains a portfolio of client litigation and has an excellent Employment Tribunal record.

Rachel Blair

Rachel brings to the team a wealth of experience in conducting Employment Tribunal litigation involving large public and private sector employers. She has considerable expertise in the areas of collective bargaining and labour relations and has proved to be a major asset to our clients with unionised workforces. Rachel is involved in all aspects of our services, including advisory work, contractual drafting and Employment Tribunal litigation.



Stuart Swan



A solicitor qualified in Scotland, Stuart plays a central role in the delivery of the company's retainer service to clients, advising them on all areas of employment law and practice. He is experienced in delivering bespoke seminars to clients, meeting their training needs. Stuart is an experienced employment law litigator representing his clients' interests before the Employment Tribunal and the Employment Appeal Tribunal.

Derek Currie

Derek is a highly experienced employment law practitioner. A solicitor qualified in Scotland, he has extensive experience of contentious and non-contentious employment law problems. He has advised and negotiated on many commercial and corporate disputes involving for example TUPE, unfair dismissals, collective and individual redundancies and contractual claims. He appears regularly before Employment Tribunals.



Annual Retainer Service

Overview

The service is co-ordinated by a dedicated Client Manager and has four elements:

- Unlimited Employment Law advice
- Contracts of Employment and Employee Handbooks
- Documentation drafting and vetting
- Email updates

The cost for the service is fixed in advance. Payment can be made monthly by Direct Debit. The contract period is for a minimum of one year.

1. Unlimited Employment Law advice

We provide a bespoke personal service to retained clients who have unlimited access to our team 365 days a year for advice and assistance on all areas of employment law.

Advice is generally given by telephone and email, with face to face meetings when required.

Clients can authorise as many members of their management and HR teams to take advice as they so wish. We take the time to get to know the needs of each client and have extensive experience of delivering advice and assistance to all business sectors.

Our emphasis is very much based on quality of service and we strive to forge a strong relationship with each client right from the start. We never outsource any work. We give clear, practical advice which can be readily understood and acted upon by clients.

We recognise that different clients require different types of support. Whether you need basic guidance on appropriate employment policies and procedures or whether you are more concerned about strategic HR planning, our team will help you ensure that you meet the particular employment law challenges facing your organisation.

2. Contracts of Employment, Policies and Procedures

At the outset, we carefully review all existing systems relevant to employment law including contracts of employment, policies and procedures.

We liaise with management and HR personnel before providing clear, written recommendations on what changes are required.

We then redraft or amend all employment contracts and associated literature to best meet each client's precise needs. We are happy to tailor each contract to a client's exact specifications. Our contracts are drafted in plain English so as to be clearly understood by employers and employees alike.

Contractual and policy documentation is thereafter updated as necessary to comply with new legislation or changing client requirements.

3. Documentation drafting and vetting

We vet or draft all employment documentation for clients *including*:

- **Disciplinary Letters**
- **Grievance Letters**
- **Compromise Agreements**
- **Consultation Letters**
- **Letters of Dismissal and Appeal**
- **Trade Union Correspondence**

4. Email updates

To complement on-going advice and assistance, we provide regular email updates of developments in employment law, including important court decisions and new legislation.



Employment Tribunal Representation

Worried about the cost of Tribunals?

By taking our annual retainer service, you can expect to significantly reduce your risk of becoming involved in Employment Tribunal litigation. However, with the advent of 'no win-no fee' litigation and the growth of the compensation culture in the UK, many good employers still find themselves receiving Tribunal claims from time to time.

Our retained clients benefit from discounted hourly rates in respect of Employment Tribunal representation should they choose to instruct us to represent their interests.

Alternatively, in partnership with CBG Insurance Brokers Ltd, we can provide access to a choice of insurance arrangements designed to meet the costs of defending Employment Tribunal claims.

Just Employment Law Ltd is an Appointed Representative of CBG Insurance Brokers Ltd which is authorised and regulated by the Financial Services Authority.

Client Comments

These comments have been extracted from client testimonials:

"Lyle & Scott Ltd is a company that is now undergoing substantial growth. We have been retaining the services of Just Employment Law to support our Human Resources function. It is a great support to our business to have the expertise of Just Employment Law on board with us to help us interpret and apply the directives. The staff are friendly and knowledgeable, and are quick to respond to calls, which is exactly what we need!"

Liz Moore, Human Resources, Lyle & Scott Limited.

"Since our relationship started with Just Employment Law they have added significant value to this area of our business and are now a valued element of the professionals the organisation uses."

John R Weir, Managing Director, John R Weir Limited.

"I now realise that being able to pick up the phone to seek expert employment law advice is not a luxury these days, but a necessity."

Jim Fulton, General Manager, Meallmore Lodge Care Homes.

"The retainer service that we have signed up for with Just Employment Law has ensured that we can seek expert advice whenever we need to without having to be concerned about mounting legal bills."

Stephen Lafferty, Finance Director, Luddon Construction.

"Having now benefited from your own excellent attention I have no hesitation in recommending Just Employment Law to any prospective client."

Michael Cannon, Director, Craft Steel.

"We discovered that employment law is one area where you need the very best and, fortunately, that's what we had."

Roy L McCallum, Director, The Levy McCallum Advertising Agency.



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