



JUST EMPLOYMENT LAW

employment law specialists

Training Services

GLASGOW

• ABERDEEN

• LONDON



Established to meet the needs of employers in the ever-changing and challenging world of UK employment law, Just Employment Law comprises an experienced and dedicated team of employment law solicitors who can help you manage the people issues arising in your business.

Regardless of the client or the industry, our aim is always to provide our clients with the highest standard of legal advice and assistance, whilst remaining cost effective. This ethos applies equally to our employment law training services.

We work with a wide range of clients across the UK, including family owned businesses, small and medium sized enterprises, blue chip businesses and household names. We deliver training to owners, Board members, HR professionals and line managers across a variety of sectors, including but not limited to, manufacturing, retail, construction, engineering, residential care, charities, IT, financial services, media & communications and sport.



APPROACH

Interactive and free from legal jargon, our training courses encourage participants to debate issues, identify options and assess risks. Attendees gain a clear understanding of the legal, as well as commercial and practical aspects of handling workplace employment matters.

Our training is built upon our experience of advising business clients of all sizes on the full spectrum of employment law issues affecting employers today. We bring issues to life using discussion, debate, role play and practical examples from our experience as employment law practitioners, all within a relaxed, friendly and memorable environment.

Attendees are provided with a full set of training materials to take away, including factsheets on key topics covered. We also offer a Q&A session at the end of each course to provide attendees with a further opportunity to pose any questions they may have.

STRUCTURE & CONTENT

Our training courses can be delivered as a single course on a particular topic, or as a suite of courses covering a range of topics. Courses can be delivered as full-day or half-day sessions, or as a series of sessions.

We can deliver training on-site at our clients' premises throughout the UK, or at our own offices to suit.

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FUNDAMENTALS

Our fundamentals workshops give participants a solid foundation in one particular area.

Examples include:

- Fundamentals: **Essential employment law**
- Fundamentals: **Introduction to discrimination**
- Fundamentals: **Contracts of employment and changing terms & conditions**
- Fundamentals: **Introduction to working time**
- Fundamentals: **Employment law for small businesses**



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HOW TO...

Our **'how to'** workshops give participants practical, hands on training on how to approach a wide range of employment law situations.

Examples include:

- How to **manage poor performance**
- How to **conduct disciplinary proceedings and dismissals**
- How to **conduct grievance proceedings**
- How to **manage capability and retirement issues**
- How to **carry out a successful redundancy programme**
- How to **carry out a successful TUPE programme**
- How to **manage equal opportunities and discrimination in the workplace**

TESTIMONIALS

“Just Employment Law has worked in partnership with Meallmore for many years to provide the highest standard of employment law support to our management teams. A key part of that support is the regular employment law training delivered to us at our Managers’ Conferences and other specially arranged sessions. The content is tailored to the issues we deal with most regularly in the care sector and helps greatly in ensuring consistency of practice across all of the care homes within our group.

The training is of great benefit to our managers, who tell us they feel more confident dealing with employment law and HR issues as a result. Just Employment Law’s sessions are always informative and are delivered in a way that managers with different levels of people management experience all benefit from.

We have no hesitation in recommending Just Employment Law’s training services.”

Morag White, Area Manager, Meallmore Limited

“Just Employment Law has provided training on employment law matters to our directors, senior managers, payroll and HR staff for the past ten years. The training given is comprehensive, but understandable to non-employment law professionals.

We find the courses useful, relevant and practical with content matched to our specific requirements.

Employment law can be extremely difficult for non-lawyers, but the training courses give our senior managers an invaluable level of support, enabling them to confidently deal with a variety of complex issues.”

**Steve Lafferty, Finance Director,
Luddon Construction Limited**

“We have been delighted with the Just Employment Law training we have received. The training is delivered to a high standard and is pitched expertly to maximise the learning of staff present, taking into account diverse skills and experience.

Since the training, managers have reported being much more confident in quickly and effectively addressing performance issues in the workplace. Definitely training worth investing in!”

Luan Grugeon, Chief Executive Officer, Drugs Action

“As a fast growing business, it is essential that our managers have a clear understanding of how to manage the HR and employment law issues that will inevitably arise as we take on more staff. Just Employment Law provides us with comprehensive training based around the people management guidance system that they specifically designed for us at the outset of our relationship. Our training sessions to date have focussed on recruitment and induction, employment documentation, absence management, discipline and grievance.

It was clear that the training materials had been written specifically for us and that Just Employment Law really understood how our business operates in practice. The sessions were delivered in a friendly and easily understood way. We are looking forward to our next set of training sessions already.”

Kenny Galbraith, Finest Catch

“Matthew Algie uses Just Employment Law’s training services to keep our managers abreast of the law. The workshops are interesting, free from jargon and delivered by presenters who are knowledgeable and passionate about their chosen field.

The presenters engage with the audience to good effect and training materials are always prepared to a high standard.”

**Caroline Carter, National Training Manager,
Matthew Algie Limited**





TRAINING

Nowadays, when employees are better versed than ever before on their rights, it is vital that managers fully understand their role, not only as commercial and strategic leaders, but also as people managers. People managers in businesses of all sizes want to be able to deal confidently with employment issues as they arise. Our training empowers them to do so.

Employment law is all that we do and we pride ourselves on providing clients with the benefit of our experience in this field when delivering our training.

We have considerable experience of delivering bespoke training and we know what works. Our training is tailored to, and focussed on, the needs of each client's business and provides managers and supervisors at all levels with knowledge and tools that can assist their people-management responsibilities.





David McRae



David Reid

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 affordable employment law advice and support can be delivered to employers without compromising on quality.

Just Employment Law is built upon this principle and this is reflected in the range of services we offer, including our range of training products.



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