



# You, employer issues & Ince, in any case

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In this fast-paced world you are seeking a pro-active business services partner that moves your company forward, someone who understands your challenges and the importance of commitment. Meet Ince, your trusted partner, in any case.

From our offices in Europe, the Middle East and Asia, our dedicated team of legal and business services professionals can guide you in developing and delivering on your roadmap for sustainable success and provide you with advice that will not only safeguard your business interests but ensure you reap commercial rewards.

Providing you with strategic guidance and well considered advice, we are renowned for the depth and breadth of our legal services and our understanding of the industries in which you operate. We recognise your needs and offer business focused legal services, together with advice that makes commercial sense.

**One firm, in any case**

With nearly 150 years of experience, we have cultivated a seamless 'one-firm' approach that is tailored to your personal needs and pairs you with the best legal and strategic business professionals in your field; whenever, wherever, and in any case.

**Support, every step of the way**

By leveraging our sector expertise, legal skills and market experience, you can feel safe in the knowledge that we will both handle complex legal issues on your behalf while providing you with expert strategic advice when the need arises.





## Committed to providing clear and effective advice on complex legal issues in a continuously evolving legal environment.

We are delighted to introduce our employment practice to you. People are organisations' most valuable asset. We provide clear and effective advice on complex legal issues and devise innovative yet pragmatic commercial solutions to ensure the best outcome for you, whilst ensuring that their commercial and reputational interests are protected.

Our employment law expertise has helped clients operating across a wide variety of industries including retail, finance, banking, law, luxury brands, information technology, recruitment, architecture, construction, engineering, market research, and PR & media – both nationally and internationally.

To help keep you up to date with changes in employment law we can provide bespoke training and seminars on diversity and equality, performance management, discipline, restructuring, Transfer of Undertakings (Protection of Employment) Regulations (TUPE) and other relevant topics.

## Our services for employers:

### Employment contracts

We consider the employment contract to be the foundation of the relationship between employer and employee. An employment contract must protect your business by setting out the relationship between the parties in clear, unambiguous terms. We'll ensure that your employment contracts are flexible enough to adapt to constantly evolving business requirements and operational needs while remaining legally compliant.

We'll assist you by:

- Advising on terms to protect your businesses, including post termination restrictive covenants
- Drafting bespoke terms and conditions, for example, to cover commission and bonus schemes
- Reviewing existing contracts to ensure they comply with the current legal framework and are relevant to your current business needs
- Making changes to existing contracts

### Policies, procedures & handbooks

Well drafted policies and procedures are vital to protect your business. We know from experience that early investment in these documents is essential, not only to clarify your employees' rights and obligations, but to resolve disputes swiftly.

We can draft the following documents for all types and sizes of business:

- HR policies and handbooks
- Consultancy agreements
- Employment contracts
- Directors' service agreements

### Redundancies

We can advise you on the most effective ways to carry out the complex and often stressful process of carrying out redundancies, whether on an individual basis or collectively.

We can also advise elected employee representatives and individual employees to ensure employers are following statutory and best practice requirements when carrying out a collective redundancy process or during transfers under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE).

### Discrimination in the workplace

We can minimise the possibility of your organisation facing discrimination allegations and, if the worst happens, defend an employment tribunal claim.

We can:

- Advise on pre-employment checks and medical questionnaires
- Draft equal opportunities and anti-harassment policies
- Advise on grievances alleging harassment or discrimination
- Train managers on anti-harassment and equal opportunities
- Respond to requests for variations to working patterns because of caring responsibilities, disability or other reasons
- Ensure that performance management is not unfair to disabled or older workers

### Tribunal and court proceedings

We can represent you in the full range of employment tribunal claims including:

- Unlawful discrimination for race, sex, disability, sexual orientation, age, religion and belief, for example
- Unfair dismissal
- Whistleblowing claims
- Unlawful deductions from wages
- Claims for failure to consult on a TUPE transfer and/or a collective redundancy
- Equal pay
- Maternity and parental rights
- Claims relating to trade union membership
- Claims under the working time regulations

### Handling dismissals

We have extensive experience in assisting employers when handling terminations. Whatever the reason for the dismissal, we'll minimise time and costs, manage the legal and PR risks and still achieve your desired commercial outcome.

### Other services include:

- Maternity and paternity leave and pay
- Flexible working
- Pay and remuneration
- Bonuses
- Long and short-term sickness absence
- Transfers of undertakings
- Misuse of confidential information by employees
- Team moves
- Immigration and recruitment from outside the EU or European Economic Area



## In any case, in any industry

We advise clients in a variety of sectors including maritime, aviation & travel, energy & infrastructure, commodities & trade, TMT, gaming & betting, hospitality & retail, insurance, real estate and private wealth & family.

“...to equip you with the know-how and support you need to make the right decisions for your business.”

## How we work

Our priority is to equip you with the know-how and support you need to make the right decisions for your business. We are experts at clarifying complex solutions, taking the guesswork out of potential challenges before they arise. We are known for turning complex solutions into comprehensive explanations.



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**LEGAL ADVICE TO BUSINESSES GLOBALLY FOR ABOUT 150 YEARS.**

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