

You, issues at work & Ince, in any case



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Issues at work / 2020

Our employment team has a reputation built on the trust and support we provide to every client. We advise individuals on a range of employment issues including disciplinary and grievance investigations, redundancies, reorganisations, sickness absence and management. 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 help protect your individual needs.

Providing you with strategic guidance and well considered advice, we are renowned for the depth and breadth of our legal services

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.





Our services to employees

Redundancy and dismissals

The termination of your employment, whether through redundancy or any other reason, can be one of the most stressful experiences of your life. A badly managed exit can have a devastating effect. Where the process has not been managed fairly or discreetly, we can offer you robust but pragmatic representation that can assist in resolving very difficult situations.

We'll negotiate your exit quickly and effectively, allowing you to move on with your career with the minimum of disruption and, wherever possible, a generous financial settlement together with negotiating favourable terms to protect your reputation.

If necessary, we can make the appropriate claim to the employment tribunals or the courts to ensure that you are not left short changed by your former employers.

We also defend High Court claims by former employers accusing current and former employees of breaching post termination restrictive covenants and confidentiality obligations.

Discrimination and bullying at work

Being bullied, harassed or discriminated against at work is often psychologically devastating. It is often difficult to know how to handle these situations. Many people feel intimidated and out of their depth, and as a result have a very troubled time at work.

We always aim to resolve problems through a grievance procedure such as negotiation or mediation, however, making a claim to an employment tribunal can sometimes be the only way to achieve a satisfactory outcome. If a claim is made we will be on hand to guide you every step of the way.

Employment tribunal and High Court claims

Bringing a claim in an employment tribunal, no matter what the detail, is an intimidating process. The law is constantly evolving and you need to have a dedicated legal team to get you successfully over the finish line.

If disputes can't be resolved before a claim is brought, our highly experienced employment litigators will bring your case before an employment tribunal and/or the High Court.

You may have complex high value claims for which we provide expert guidance. Our experience as both "poacher and gamekeeper", acting in tribunals for organisations as well as senior employees, means that we provide you with the best possible advice and strategy.

Settlement agreements

We advise all employees, whatever your level of seniority, on agreements terminating your employment. These may range from straightforward agreed settlements for fixed termination payments to complex negotiations leading to share options, other equity participation or ongoing consultancy arrangements.

We appreciate that sometimes you will simply want basic advice and to sign-off on an agreement, whereas other times you may want to know if you can negotiate a more favourable package. Whether the underlying situation is redundancy, possible constructive unfair dismissal or otherwise, we will guide and assist you through the process.

Working parents and carers

If you are a working parent or carer, you may at some point experience difficulties at work as a result of having to juggle your responsibilities at home with your career. If you find yourself in this situation, we can assist you by:

- Advising on maternity, paternity, adoption and shared parental leave rights
- Making flexible working requests more likely to be granted by your employer or dealing with an appeal against refusal by your employer
- Supporting and advising you if you feel you are being bullied, isolated or harassed because you work flexibly due to childcare commitments
- Advising if the fact that you work flexibly is adversely impacting on your career progression, bonus or salary increase
- Advising on your rights if you need time off work to deal with a child with a serious medical condition or to care for an elderly relative
- Drafting an employment contract for your nanny or other household staff



Senior executives and directors

We have extensive experience of working for senior executives across a range of sectors, from retail to investment banking and private equity.

We often act against large financial services institutions, including multi-national banks that allows us inside knowledge that we can use to your advantage. In some cases we have secured settlements in the six and seven figures.

Issues we can help you with include:

- Employment contracts
- Remuneration, including incentive packages such as share schemes
- Restrictive covenants and non-disclosure agreements
- Disputes, including advising on investigations into inappropriate behaviour at boardroom level and below
- Consultancy and non-executive director contracts
- Performance and disciplinary issues

Partnerships

For the formation and set-up of partnerships, limited liability partnerships (LLPs), we draw on our corporate expertise.

We can advise you on:

- Establishing and structuring a partnership or LLP
- Enforcing restrictive covenants
- Removing difficult or under performing partnership exit terms, joining new firms
- Managing team moves
- Drafting and negotiating partnership and LLP agreements, advising individual partners and members on their interpretation and effect
- General partnership issues

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