



Employer Client's Guide to PJH Law

Who are we?

We are a firm of Employment Law Solicitors based in Stamford with a meeting room in Corby. Founded by Philip Hyland in 2002, we are an award winning firm that acts for both employers and employees. We have acted for a large number of employer clients including two premieriership football clubs, a large housing association, a blue chip telecoms business, FTSE quoted business as well as many SMEs both locally and regionally. With over 45 years combined employment law experience, we are one of the most experienced teams in the region.

We have acted for a wide range of employees from Managing Directors to hourly paid cleaners and every possible job role in between.

We believe that by acting for both employers and employees our advice is more rounded.

We have achieved notable successes in the employment tribunal and courts and have had cases reported in the Sunday Times, Mail on Sunday, as well as had cases that have gone to the EAT and the Court of Appeal and have set precedent.

The Solicitors at the firm have had articles published in the national and local media and have made television and radio appearances.

The solicitors at the firm are: Philip Hyland, Liam Pike and Olivia Sinfield, whose profiles can be found on the meet the team section of our website at www.pjhlaw.co.uk.

What sort of employment law work do we do?

We have experience in the following types of work:

Advice: There is not much in the field of employment law that we have not advised on. Members of the team have particular expertise in TUPE, handling redundancies, resolving difficult grievances, exiting senior managers and Directors, and dealing with general operational HR. In particular our HR clients value us as a sounding board before implementing HR decisions.

Annual Retainers: We can agree an annual retainer with you to enable you to budget your employment law spend. That retainer can either be on the basis of an agreed number of hours at a discounted hourly rate or on a less metered approach based on the number of contacts you have with us by phone, email or meeting. We are flexible in our approach and will design a support package that meets your exact needs.

CAC Representation: Acted for employers in claims before the CAC by Trade Unions involving applications for information for collective bargaining purposes and for Trade Union recognition.

Consultancy: PJH Law has retained consultants who provide interim and consultancy services in Operational HR, Resolving Workplace Disputes, Mediation, Health and Safety and Environment and Training and Development.

County Court and High Court Representation: We have experience of restrictive covenant, confidentiality and high value wrongful dismissal claims.

Employment Tribunal Representation: Claimant and Respondent work, all types of claims from unfair dismissal to discrimination to protective awards and all points in between.

We have successfully defended high value discrimination claims and high value claims for a protective award.

Helpline: We run employment law helplines for employers, providing commercial and pragmatic advice with a 4 hour response time. The advice line is open every business day from 8.30 am until 6.00 pm.

Online Information and Induction: We have an online product that enables those with HR responsibility to create contracts of employment and standard letters, allocate and monitor induction e learning to new starts and current employees and access a large document and precedent bank. A separate brochure sets out the service which costs from £79.00 plus vat per month.

Training: PJH Law regularly runs in house and public training on a range of employment law topics. Popular courses include: Handling Discipline, Managing Grievances, TUPE for Line Managers and A Line Manager's Guide to Employment Law.

We are happy to provide the names of referees who can provide feedback on our exceptional client service.

What are our charges?

We have built up a strong reputation for providing excellent value for money and having transparent and fair charging.

We have an uniform flat hourly rate of a £150 plus vat per Solicitor.

Our annual retainers provide a discounted rate for a volume purchase.

Our online product is competitively priced.

We do not believe in putting our clients into onerous, long term contracts. Businesses need flexibility.

We have worked for employers on fixed fee, conditional and contingency fee arrangements.

We are flexible and pragmatic and will agree a fee arrangement that suits your matter or project.

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