

A TEAM OF EXPERIENCED LEGAL PROFESSIONALS – ACTING FOR YOU

In many cases, problems at work can be resolved as the result of informal discussions between you and your supervisor or managers. Sadly, that's not always the case – and our team of specialist lawyers are at your disposal if a dispute arises.

We offer a range of funding options – including no-win, no fee.



Just call 0800 040 33 99 – and one of specialist advisors will be pleased to tell you how we can help. You can visit us on the web at myemploymentlaw.co.uk



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YOUR JOB, YOUR RIGHTS, YOUR LIFE



YOUR WORK IS A HUGE PART OF YOUR LIFE. IT'S IMPORTANT THAT YOU BOTH UNDERSTAND AND PROTECT YOUR EMPLOYMENT RIGHTS – WHETHER YOU ARE JUST STARTING OUT, THINKING OF RETIREMENT, OR SOMEWHERE IN BETWEEN.

Looking after your interests does not have to bring you into conflict with your employer, but if issues do arise from either side then you may need professional help.

The team at www.myemploymentlaw.co.uk team offers you an initial consultation free of charge. Our solicitors have specialist knowledge of employment law issues and have vast experience of managing these cases.

LEGAL PROBLEMS HAVE LEGAL SOLUTIONS

If you are not happy about the way you have been treated by your employer – or they have an issue with you, you can find out about your rights by contacting My Employment Law team.

We also offer a variety of funding choices – including no win-no fee to ensure you get the most effective and professional service for the least cost to you. We can help with:

- Disciplinary action
- Employment tribunals
- Redundancy
- Discrimination
- Minimum wage
- Maternity rights
- Paternity and parental leave
- Working time regulations
- Equal pay
- Health & safety accidents

YOUR BASIC RIGHTS

As employees the law gives you protection. These rights might come from your contract of employment – 'contractual rights'; or from the law of the land – 'statutory rights', such as protection against unlawful discrimination. Here is just a selection of the issues in which we may be able to help you.

PAY AND CONTRACTS OF EMPLOYMENT

The rights and duties of both employers and employees are contained in the contract of employment. Your rights are protected across a whole range of issues, including pay; job title and role; holiday; notice periods; location and hours of work.

The law states that certain express terms must be put in writing and handed to you in the form of a written statement of particulars within eight weeks of starting work. These include pay and hours of work.

There are other contractual terms. These are not expressly stated because, in the main, they are fairly obvious to both parties to the contract of employment – such as the right to equal pay and duties such as mutual trust and confidence. If you feel that your contract has been breached, we can help.

TERMINATION OF EMPLOYMENT

Leaving your job, whatever the circumstances, can be stressful.

At www.myemploymentlaw.co.uk we can help guide you if you face dismissal, redundancy, or leave your position for some other reason.

There is now a substantial amount of legislation, which gives employees statutory rights, including rights to minimum notice on termination and protection against unfair dismissal. There are two main legal aspects which must be considered. First whether the termination has been contractually lawful, that is, without a breach of any term in the contract of employment and, secondly, whether the termination contravenes any legislation, i.e. is lawful according to statute.

THE BASICS OF DISCIPLINE

Since October 2004, employers now have to follow a statutory disciplinary procedure when dealing with disciplinary issues at work.

Finding yourself at the sharp end of disciplinary action can be upsetting and stressful. Proceedings can also leave you feeling isolated with no support and nowhere to turn. At KPS, our specialist advisors are just at the end of the phone and will provide you with advice, guidance and support throughout the process.

BULLYING AND HARASSMENT

We all spend a large amount of our time in the workplace. Nobody wants to feel anxious about going to work each day because they feel that they are being bullied, victimised or harassed.

Since October 2004, employers have to provide a grievance procedure for employees to follow in situations such as this, and employers must then follow a statutory procedure in order to try and resolve the situation.

It is also illegal to discriminate against employees on the grounds of:

- Sex
- Race
- Disability
- Religion or religious belief
- Sexual orientation

And it will soon be unlawful to discriminate on the grounds of age.

When you are faced with these problems, you can feel isolated and anxious about complaining for fear of repercussions. You do not have to feel like this and you do not have to face these situations alone.

If you are having any of the above problems, you certainly need professional advice – and should contact www.myemploymentlaw.co.uk where our team of experienced specialists will guide and support you through this process.