

Employment



Who we are

Mark Cornish
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David Marshall
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Clare Kelly
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We are members of:

The Employment Lawyers Association whose members are specialist employment lawyers.

Find out more

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Or visit our website at

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Anthony Gold Solicitors

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Whether you are an employer or an employee, it is to your advantage to have written terms of contract in place which protect your interests and provide certainty about your rights and obligations. Employment law is a fast moving and notoriously complex area of law and it pays to keep employment contracts under regular review.

We cover all areas of employment law, working for both employees and employers. Our work for employees ranges from those on a modest salary to highly paid directors of international business.

Our corporate clients range from small businesses faced with difficulties, often because they have little or no formal employment policies, to large international companies with human resources departments, with whom we work closely. In all cases we focus on providing an individual service and developing a personal relationship with our client.

We seek to keep corporate clients informed about the procedures which are now required to be included in terms of employment. This helps to prevent problems, such as procedural mistakes, which could otherwise turn a dismissal into an "unfair" dismissal for which the employee must be compensated. We have expertise in drafting contracts and agreements for all forms of employees and agents.

If you do find yourself in an employment dispute we aim to resolve it as economically and quickly as possible. In appropriate cases we seek settlement and negotiate "compromise agreements" which will avoid the time and expense of legal proceedings. This is particularly important in Employment Tribunal claims where you will normally have to pay your own legal costs win or lose. Compensation for an unfair dismissal can be as much as £66,200 and is potentially unlimited in discrimination cases. Therefore, the costs of our advice and well prepared employment contracts are an investment and not simply an expense.

We offer clear advice and well-drafted terms of employment, leaving you to concentrate on your job, not the law.

What we do...

Our lawyers offer expertise in all areas of employment law, including:

- Terms of employment including disciplinary and redundancy procedures
- Claims for breach of contract
- Compromise agreements
- Claims for unfair dismissal and unlawful discrimination
- Maternity rights
- The conduct of tribunal and appeal proceedings

What we achieve...

Some recent cases include:

- Obtaining compensation of one year's salary for a client wrongly blamed for theft of his employer's money. The employer was also required to provide our client with an agreed reference for his future employment.
- Securing a payment of £100,000 in a sexual discrimination case where an employee was harassed, discriminated against, and ultimately dismissed because of her gender.
- Obtaining £20,000 compensation for discrimination against a black client who was made redundant, rather than a white colleague who was less qualified and less productive.
- Obtaining compensation and injunctions for an employer after an employee took confidential information and used this to compete and take away the employer's clients.
- Drafting employment contracts for senior directors appointed by a commercial client. Contractual terms included restrictive covenants to prevent the directors competing against our client after the end of their employment.

How you pay...

For contractual work we can offer fixed fees or work on an hourly rate, after a frank discussion as to the appropriate charge and payment terms. We do not charge for our initial discussion of your case leading to our estimate. In employees' tribunal cases we back our own judgement, with our own money and, in appropriate circumstances, will offer 'No Win, No Fee' payment arrangements. Legal expense insurance firms back us too and have included us on their list of "referral" firms, after seeing the quality of our work and our results.



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