Employment law is often seen as a grey area for many business owners and managers. Increased legislation has forced employers to become more aware of legal issues. Employers need sound legal advice on employment issues and a pro-active team of advisers.

Working in partnership with you
The Coles Miller Employment Law team, which is led by Partner and Head of the Commercial Department Neil Andrews, pride themselves on offering clients, both large and small, comprehensive and straightforward advice on a wide variety of employment law issues, including unfair dismissal, discrimination and equal opportunities policies.

Not only are we on call to answer all your employment queries as issues arise, we can also draft documentation to minimise future claims made to the Employment Tribunal. Our highly knowledgeable team draw on a wealth of experience and expertise to ensure clients receive the best possible care and advice at all times.

How we can we help
As a full-service law firm we offer a full range of legal services to help you through all stages of life.

Our employment law team can advise on the following:
- Unfair Dismissal
- Sex, Race & Disability Discrimination
- Redundancy
- Contracts of Employment
- Employee Rights
- Transfer of Undertakings

Email us at: employment@coles-miller.co.uk  www.coles-miller.co.uk  Follow us:
If you’ve got a specific problem with staff or a specific person the employment law team at Coles Miller will give you reliable, straightforward and cost-effective advice as you would give your customers.

**Early steps**
We’d recommend not waiting until you have a HR crisis on your hands before picking up the phone as nipping problems in the bud early is crucial; employment relationships are no different from other relationships in this respect.

A conversation with us at an early stage, in addition to having up to date employment contracts and HR policies in place could save your business a considerable amount of money and management time.

If litigation cannot be avoided or is needed in order to protect your business reputation and interests, our employment lawyers are experienced in representing clients at employment tribunals and in the county and high courts.

**Full business legal support**
- Business re-organisations (redundancy packages)
- Effects of TUPE
- Unfair or wrongful dismissal claims
- Compromise Agreements
- Discrimination claims (age, sex, race, disability, ability or sexual orientation)
- Dealing with ill health absences and dismissals
- Restrictive covenants
- Drafting & reviewing of employment contracts, employee handbooks and other policies and procedures including Equal Opportunities
- Equal pay claims
- Advising on share incentive and bonus scheme
- Disciplinary and grievance procedures
- Health and Safety
- Data Protection Issues
- Maternity/Paternity rights
- Holiday Entitlement

**Neil Andrews**  
Partner

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