

# Employment Law and the employee

## **Employment law and the employee**

Frequent changes to employment law mean that clear practical advice is essential to protect your interests if you have lost your job recently, been harassed at work, or have been unfairly passed over for promotion.

You will need to know what your rights are if you are dismissed; whether or not you have been unfairly dismissed, what are the financial consequences of losing your job, and whether or not you have a claim for damages arising from this, or possibly matters concerned with Health & Safety at work. You may also need to consider your rights if you have been unfairly discriminated against or have been dismissed without sufficient notice or correct procedures.

Hancock Quins have experienced solicitors used to guiding and supporting clients through the problems that can arise from such situations. We offer fully independent advice on all employment matters, including the increasing influence of European law.

## **Your protection**

Employees have rights based on legislation and case law. The legal service we provide includes advice in relation to the following:-

- New contracts of employment
- Being a temporary or probationary employee
- Fixed term contracts
- Minimum statutory standards
- Special terms agreed by you with your employer
- Collective agreements
- Works rule books/manuals
- Customs and duties of employers
- Your rights relating to sick pay
- Holidays, and hours of work
- Time off work and flexible working
- The Wages Act
- Suspension from work on medical grounds
- Maternity pay and leave
- Rights of employees regarding Trade Unions
- Discrimination in employment
- Unfair dismissal and claims arising
- Redundancy
- Health & Safety at work



**“As an employee you need to know what your rights are.”**

Whatever your concerns an early discussion with Hancock Quins will ensure that you are given sound efficient advice regarding your particular problem. We will provide clear advice about costs at the beginning and throughout your case. Where necessary advice will be given concerning representation on an Employment Tribunal.



**Hancock Quins Solicitors**  
22-24 Station Road,  
Watford, Hertfordshire, WD17 1ER

**T:** 01923 650850  
**F:** 01923 250787  
**E:** [law@hancockquins.co.uk](mailto:law@hancockquins.co.uk)  
**W:** [www.hancockquins.co.uk](http://www.hancockquins.co.uk)