



JUST EMPLOYMENT LAW

employment law specialists

GLASGOW

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ABERDEEN

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LONDON

About Just Employment Law

Employment law isn't just one of the things we do, it's the only thing we do.

Our clients have on their side a team of highly qualified and very experienced practitioners to meet their needs in this ever changing and challenging area of law.

Our aim is to provide clients with the highest standards of service whilst remaining cost effective.

About our team



David McRae – Managing Director

David is a well-known employment law specialist. He qualified as a Solicitor in Scotland and quickly established his reputation as an accomplished Employment Tribunal litigator. He has practised employment law for over 20 years.

As well as having responsibility for the overall management and direction of our business, David plays a leading role in advising and representing our clients throughout the UK, giving practical, commercially-focussed advice to businesses. His 'can do' approach to client care underpins everything Just Employment Law does.

David is a regular commentator on employment law matters, providing a pragmatic perspective on many of the legal issues affecting UK employers today. He has also acted as a consultative advisor to the Scottish Qualifications Authority on Professional Development Awards in employment law.



David Reid – Director

A Solicitor qualified in Scotland, David has specialised exclusively in employment law throughout his career of over 20 years. He has overall responsibility for the development and delivery of our services.

David is committed to ensuring that everything Just Employment Law does for its clients is of the highest quality. His in-depth technical knowledge of employment legislation and expertise in drafting contractual documentation ensure that our clients receive first class advice and support.

David's clients appreciate his approachable and straightforward style of providing advice. He has a wealth of experience of advising private businesses on employment and HR issues, which translates into tailored, achievable solutions to clients' problems. David has represented clients at Employment Tribunals throughout the UK as well as appearing on several occasions at the Employment Appeal Tribunal.



Caroline Cockbain – Associate Director

Caroline has specialised in employment law since qualifying in 2002 and, before joining us, she was with some of the biggest and best known law firms in Scotland. She has also spent periods of time in-house, supporting clients on employment law matters across a variety of sectors.

Caroline brings notable experience to our team, providing clear and commercial advice on all aspects of the employment relationship. She also advises business clients on Employment Tribunal practice and procedure and has successfully represented a range of clients at the Employment Tribunal throughout the UK.

Caroline is also a skilled and effective trainer, regularly developing and delivering employment law training services for line managers, senior management and HR teams throughout the UK.



Louise Walker – Associate Director

A highly respected Solicitor qualified in Scotland, Louise plays a key role in advising and representing employers throughout the UK, providing clear, tailored and sector-specific advice to clients on a wide range of employment law issues.

Louise provides pragmatic advice on all aspects of the employment relationship, having a keen interest in family-related legislation, unfair dismissal and business reorganisations. She specialises in drafting bespoke contracts of employment, service agreements and employment policies and procedures for clients. She also represents clients before the Employment Tribunal throughout the UK and delivers bespoke management training to clients on all aspects of employment law.

Louise regularly drafts legal updates and articles and plays a prominent role in the firm's commercial and charitable activities.



Gillian Cumming

Gillian has specialised in employment law for over 15 years having spent her entire career with JEL since qualifying as a Solicitor in Scotland. An exceptional 'all rounder', Gillian supports clients of all sizes in all areas of contentious and non-contentious employment law including redundancy, restructuring, TUPE, disciplinary, dismissal and discrimination issues.

Building and maintaining client relationships is at the heart of everything Gillian does as a Solicitor and her knowledge and pragmatic application of the law is greatly valued by employers. She delivers bespoke guidance, support and training to businesses and has appeared before the Employment Tribunal throughout the UK with an excellent record.



Fiona Gorry

Fiona is a vastly experienced and respected Solicitor qualified in Scotland having worked for a number of large firms prior to joining Just Employment Law. She has an extensive client following and advises on all aspects of employment law with a particular interest in contentious matters.

Fiona is a key member of our legal team, guiding employers from a wide range of business sectors with her knowledge and expertise.

Fiona represents employers at both the Employment Tribunal and the Employment Appeal Tribunal throughout the UK, delivers management training and plays a pivotal role in supporting and advising our business clients of all sizes.



Emma Grossmith

Emma trained in London and qualified as a Solicitor in England and Wales before practising with large law firms in England and Scotland. She is a highly experienced practitioner, advising clients on the full range of contentious and non-contentious employment law issues facing businesses today.

Possessing a keen eye for detail, Emma has a particular interest in TUPE and business reorganisation and plays an active role in delivering our services to clients throughout the UK.

Emma also routinely contributes to our client updates and articles ensuring that employers are kept abreast of employment law changes and their impact.



Lucy Brooks

Lucy is based in Kent and has specialised in employment law since qualifying as a Solicitor in England and Wales in 2003. Prior to joining Just Employment Law, Lucy worked in both private practice and in-house. She advises our clients on all aspects of employment law and with a keen eye for detail, routinely drafts bespoke contracts, policies and settlement agreements.

Lucy is also a regular contributor to our email updates and legal commentaries and keeps clients up-to-date with developments and changes in employment law.



Angela Strzyzewska

As a respected and highly skilled Solicitor qualified in Scotland, Angela is a key member of our legal team.

With experience supporting clients in a wide range of sectors, including manufacturing, care, construction and medical, Angela provides strategic and pragmatic advice on the full spectrum of employment law matters. She is also fluent in Polish and had a background in HR before qualifying as a Solicitor which she uses to good effect when supporting her clients.

Angela believes in building strong relationships with her clients to help them achieve their goals, reduce risk and de-escalate workplace issues. She delivers commercially focused and results driven advice in a clear, approachable and practical manner.



Pauline Hughes

A Solicitor qualified in Scotland, Pauline is a respected and accomplished member of our legal team. Like all other members of our team, she specialises exclusively in the employment law field supporting employers with her expertise.

Pauline has a keen eye for detail and understands the needs of businesses for real time, bespoke advice and support and always aims to comprehensively deliver this. She has experience of advising on the full range of contentious and non-contentious employment law matters. She takes time to get to know her clients' needs which builds long lasting relationships.



Lauren Wilson

Lauren is a Solicitor qualified in Scotland specialising exclusively in the employment law field. She appreciates that businesses require practical, solution-based advice and delivers this to her clients.

As a key member of JEL's legal team, Lauren has a keen interest in dispute resolution, helping employers to deal effectively with internal employee disputes in order to mitigate the risk of costly and time-consuming litigation, with a particular focus on discrimination.



Annual Retainer Service

Overview

The service is co-ordinated by a dedicated solicitor for each client and has four elements:

- **Unlimited employment law advice**
- **Contracts of employment, policies and procedures**
- **Documentation drafting and vetting**
- **JEL alerts and analysis**

The cost for the service is fixed in advance. Payment can be made monthly by Direct Debit. The contract period is for a minimum of one year.

1. Unlimited employment law advice

We provide a bespoke personal service to retained clients who have unlimited access to our team 365 days a year for advice and assistance on all areas of employment law.

Advice is generally given by telephone and email, with face-to-face meetings when required.

We give clear, practical advice which can be readily understood and acted upon by clients.

We recognise that different clients require different types of support. Whether you need basic guidance on appropriate employment policies and procedures or you are more concerned about strategic HR planning, our legal team will help and support you to ensure that you meet the particular employment law challenges facing your organisation.

2. Contracts of employment, policies and procedures

At the outset, we carefully review all existing systems relevant to employment law including contracts of employment, policies and procedures, before providing clear, written recommendations on what changes may be required.

We then redraft or amend all employment contracts and associated literature to best meet each client's precise needs. We are happy to tailor each contract to a client's exact specifications. Our contracts are drafted in plain English so as to be clearly understood by employers and employees alike.

Contractual and policy documentation is thereafter updated as necessary to comply with new legislation or changing client requirements.

3. Documentation drafting and vetting

We draft or vet all employment documentation for clients, including:

- **Disciplinary letters**
- **Grievance letters**
- **Settlement agreements**
- **Letters of dismissal and appeal**
- **Trade Union correspondence**

4. JEL alerts and analysis

To complement on-going advice and assistance, we provide regular email updates of developments in employment law, including important court and Employment Tribunal decisions and new legislation.

Client Comments



"KM Media Group Limited has a long-standing relationship with Just Employment Law who look after all of our requirements in this fast-changing area of law. Their team of lawyers support our HR function and Board of Directors delivering comprehensive employment law advice, assistance, and representation whenever we need it."

Melissa Hards, Group HR Manager, KM Media Group Limited.



"The retainer service that we have signed up for with Just Employment Law has ensured that we can seek expert advice whenever we need to without having to be concerned about mounting legal bills."

Stephen Lafferty, Finance Director, Luddon Construction.



"Just Employment Law provides us with a prompt and reliable service for our day-to-day employment law and HR needs. However, they really demonstrated their value when we found ourselves in a serious dispute, not of our own making. Their skill and tenacity ensured that we achieved a more favourable outcome than we expected."

Roy L McCallum, Director, Levy McCallum.



"Partick Thistle Football Club retains the services of, and has an established relationship with, Just Employment Law for legal advice and support. Their lawyers are knowledgeable and are always on hand to deliver first class advice and representation to the Club whenever this is required."

Gerry Britton, Chief Executive, Partick Thistle Football Club.



"We have dealt with David and his team for a number of years. The service and quality of advice and assistance has been first class and we have no hesitation passing our clients to JEL. The feedback is always excellent and it's reassuring to have the benefit of their expertise to help with complex business matters. We would have no hesitation recommending JEL to individuals and businesses."

Douglas McCrea, Managing Director, McCrea Financial Services.



"We have retained the services of Just Employment Law for many years. The solicitors at JEL are knowledgeable and provide practical and reliable advice and support whenever we need it. The annual retainer service is ideal for our needs and ensures that our management team have prompt support on employment law and HR matters whenever it is needed without worrying about mounting legal bills."

Calum McQueen, Commercial Director, McQueen's Dairies Limited.



"Belmont retains the services of Just Employment Law for its employment law needs. We have found their solicitors to be knowledgeable and approachable at all times. With their experience of our sector (motor trade) they comprehensively meet our needs in all aspects of employment law and HR. We have little hesitation in recommending them to others."

Duncan Cunningham, Director, Belmont Group.



"We have used the retainer service with Just Employment Law for a number of years. We have found this service to be invaluable. It is reassuring to know that you can always rely on their expertise and advice with any employment law issues. Our main contact at the firm is always friendly and approachable and deals with matters in a prompt and professional manner."

Lynn Watson, Club Secretary, St Mirren Football Club.



"JEL have been our long-term expert employment law partner ensuring we always have the best advice to support our organisation and employees. The team at JEL really take the time to learn about our business, its challenges and culture to deliver bespoke advice that helps us manage risk and drive our business forward. Always available in person, at the end of the phone or on email, they deliver pragmatic up to date advice and solutions for us through a value for money retainer service."

Ewan Reid, Managing Director, Matthew Algie & Company Ltd.



"Triple S Sports and Entertainment Group has engaged the services of Just Employment Law for many years. As a business that represents high profile clients in the world of sport and entertainment we recognise the value of having first class legal support to hand and this is precisely what we have from David McRae and his legal team. The retainer service gives us unlimited access to employment law support whenever we need it which, in a fast-paced commercial environment, is ideal."

Paul Stretford, Managing Director, Triple S Sports & Entertainment Group Ltd.

Seminars and Training

We have considerable experience in designing and delivering bespoke training courses for organisations on all aspects of employment law. Training can be delivered on site or at our offices.

We provide interactive and enjoyable training, free from legal jargon. Our sessions focus not just on explaining the law, but also on giving delegates the skills and knowledge required to implement rules, policies and procedures.

All training sessions are available at a pre-agreed fixed price and quotations are available on request.

Projects

From business restructuring to Trade Union recognition negotiations, we can carry out any employment law project either on or off site.

As well as providing legal advice and practical support, we assist clients with the management and co-ordination of projects in accordance with their requirements.

Project work can normally be carried out for a fixed price, agreed in advance and quotations are available on request.

Employment Tribunal Representation

Our legal team has extensive experience of representing clients in the Employment Tribunal throughout the UK. Our representation services are available for competitive hourly rates and are available to both ad hoc and retained clients.

Clients who elect to take our annual retainer service can expect to significantly reduce the risk of becoming involved in Employment Tribunal litigation. However, with the advent of 'no win no fee' litigation and the growth of the compensation culture in the UK, many good and reputable employers still find themselves facing Tribunal claims from time-to-time.

Our retained clients benefit from discounted hourly rates in respect of Employment Tribunal representation, should they choose to instruct us to represent their interests.



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**'Proud charity partners of
Pancreatic Cancer Action'**

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