

WELCOME TO CLARITY

# EMPLOYMENT LAW

STRAIGHT TALKING EMPLOYMENT LAWYERS  
FOR CLEAR, EXPERT ADVICE.



## OUR TEAM

WE HAVE A HIGHLY RATED EMPLOYMENT LAW TEAM with more accredited employment law specialists than any other team in Scotland. With a large team that is rated by the two leading law firm directories, Chambers and Legal 500, as one of the best in Scotland, we help our clients solve problems as quickly and cost effectively as possible.

Our employment law team includes our market leading immigration team which deals with both business and personal immigration.

*“Rated by the two leading law firm directories, Chambers and Legal 500, as one of the best in Scotland, we help our clients solve problems as quickly and cost effectively as possible.”*





# OUR APPROACH

## OUR EMPLOYMENT LAWYERS ARE STRAIGHT TALKING

and provide clear, pragmatic advice. You can expect us to be pro-active and accessible providing swift, expert advice as an employment issue unfolds.

We know that clarity is fundamental to great advice. Our promise to you is that you will get clear advice, including clarity on cost, at every stage of our relationship.

*“clear, pragmatic advice”*



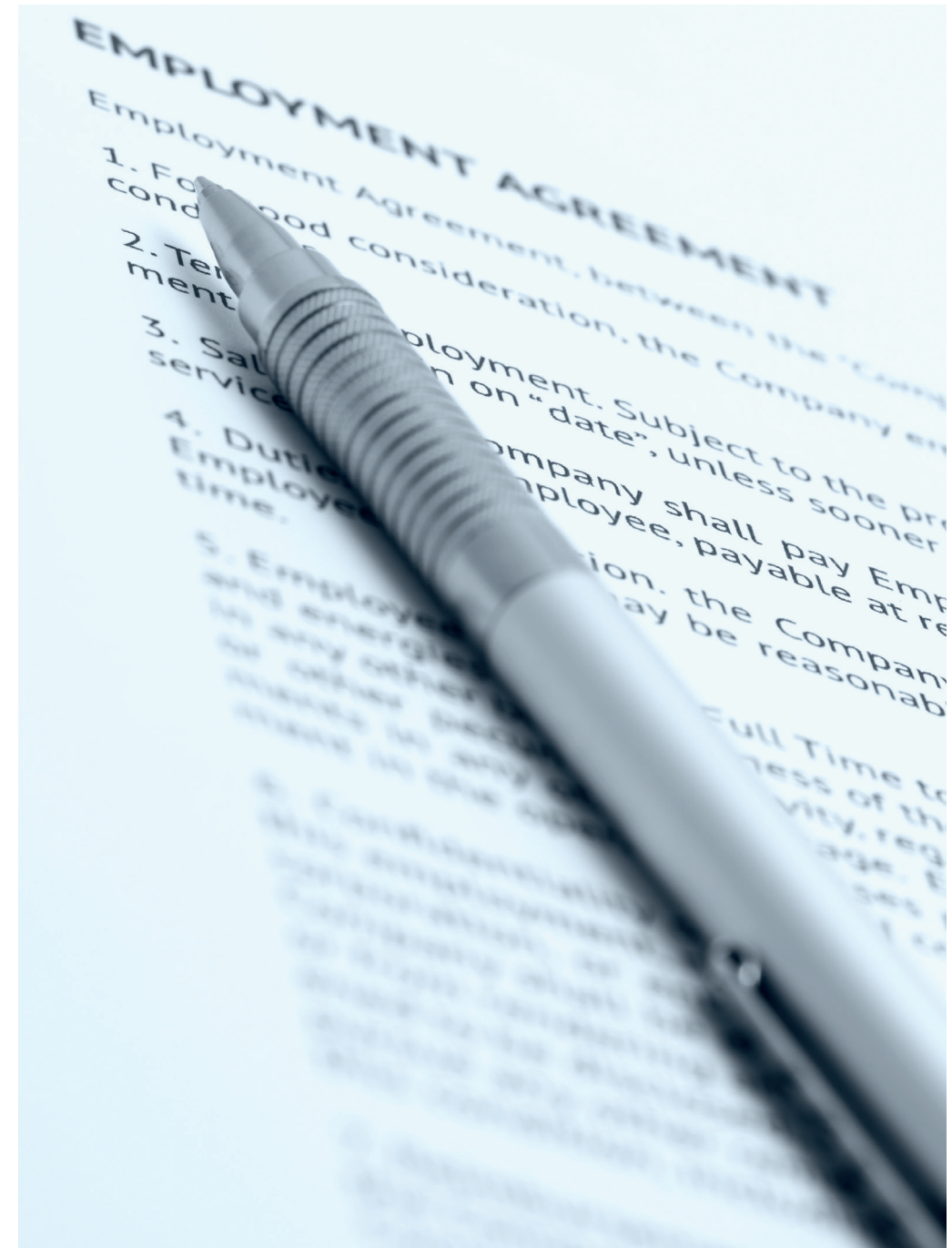
# MORE ABOUT OUR SERVICES

WITH ONE OF THE LARGEST TEAMS IN SCOTLAND, we have the skills and experience necessary to deal with your employment issues.

We act in high-profile and complex Employment Tribunal cases and appear very regularly in the Employment Tribunal in Scotland.

Our services include:-

- Drafting and revising contracts, policies and handbooks
- Day to day employment advice as well as longer term strategic planning
- Restructuring and redundancy
- Employee & executive severance
- Equality, diversity and discrimination advice
- Employee relations and trade union issues
- Defending and/or negotiating employment tribunal claims
- Employment Tribunal representation
- Mediation (including on-line mediation)
- TUPE advice
- Data protection advice
- Professional regulatory advice
- Management training
- Business immigration





# OUR CLIENTS

OUR CLIENT BASE INCLUDES LEADING NATIONAL BUSINESSES, the public sector, charities and senior executives, as well as a very large number of small to medium sized enterprises. We also act for a portfolio of UK subsidiaries of large US corporates.

**schuh**

**valneva**




## OUR APPROACH TO FEES

**WE HAVE OPEN AND TRANSPARENT FEEING DISCUSSIONS WITH OUR CLIENTS AT ALL TIMES.** We offer fixed fee packages for a variety of different areas of work from drafting or reviewing contracts of employment or policy documentation to defending Employment Tribunal claims. We also offer fixed fee retainer packages including our

insurance backed employment protection package. If it is not possible to provide a fixed fee then we will provide a clear indication of the likely fee based on an agreed scope of work.

Our costs will always be clear and that's guaranteed.



*“Our costs will always be clear and that's guaranteed.”*



## OUR RECENT EXPERIENCE

- **ADVISED IN RELATION TO THE EXIT OF A CEO** in the finance sector involving high value and complex US based stock. A creative approach to dealing with the issues led to a smooth departure.
- **ADVISING A LARGE EMPLOYER ON THE EMPLOYMENT LAW ASPECTS OF A SAFE RETURN TO WORK** in the context of the coronavirus pandemic.
- **SUCCESSFULLY ARGUED FOR DISMISSAL OF A POTENTIAL WHISTLEBLOWING ALLEGATION** raised against our employer client in the Employment Tribunal.
- **ADVISED HIGH PROFILE REPRESENTATIVE BODY** on large scale equal pay litigation, raising and managing over 6,000 employment tribunal claims. A multi-million pound settlement was achieved after long running negotiations.
- **PROVIDED TECHNICALLY CHALLENGING AND COMPLEX EMPLOYMENT LAW SUPPORT** to a global technology company in relation to the TUPE aspects of a large, high value and commercially sensitive government tender win.
- **ADVISING EMPLOYER CLIENT IN RELATION TO A LARGE SCALE REDUNDANCY EXERCISE** including advice in relation to both collective and individual consultation.
- **MEDIATED A DISPUTE** between a high profile organisation and a member of their senior management team.
- **ADVISING A WIDE VARIETY OF SME ORGANISATIONS** in relation to day to day employment law issues including disciplinary issues, grievances, absence management, redundancy and severance arrangements.



# OUR RECENT EXPERIENCE

- **REPRESENTED A HIGH PROFILE EMPLOYER** before the Employment Appeal Tribunal in a substantial claim. We undertook the advocacy and obtained 3 costs awards in favour of our client.
- **ADVISED A HEALTHCARE PRACTICE** in relation to resisting a competitor's attempts to enforce restrictive covenants against an important new recruit.
- **UPDATING POLICIES AND PROCEDURES FOR A NATIONWIDE EMPLOYER.** A trade union agreement required consultation in relation to elements of this. The final outcome was user friendly, modern, concise and inclusive policies based on shared responsibility.
- **REPRESENTED A LARGE EMPLOYER** in the defence of over 2,000 equal pay, age discrimination and sex discrimination claims.
- **ADVISING AN INDEPENDENT SCHOOL** on a wide range of employment issues including in relation to data protection subject access requests.
- **ADVISED BUSINESSES IN RELATION TO THE RIGHTS OF EU NATIONAL STAFF AFTER BREXIT.** This included providing strategic advice on communicating the position to staff and delivering information sessions to assist individuals with the registration process.
- **ADVISED A LARGE TECHNOLOGY CLIENT IN RELATION TO IMMIGRATION ISSUES** for key staff, including recruitment and visa applications under the Skilled Worker visa system and the rights of EU nationals after Brexit.





# KEEPING YOU UP TO DATE

## Regular e-updates

If you don't already subscribe then contact us to receive our monthly employment e-news and/or our quarterly equality news. Our updates also provide details of free webinars that we run throughout the year.

## Weekly podcasts

Our weekly employment law podcasts cover a wide range of employment law issues with a focus on the most topical matters affecting employers in the UK today. Search for Morton Fraser on Spotify or on the Podcasts app.

## Our Employment Law app

You can download our free Employment Law App MF HR Mobile for both Android and iPhone. Our app is full of useful information for employers including calculators for unfair dismissal awards, maternity pay and statutory redundancy payments, as well as key employment law facts, figures and fingertip guides. It also includes our monthly e-news and access to all of our employment law podcasts.

Search for MFHRMobile at the App store or at Google Play.

## Employment law training

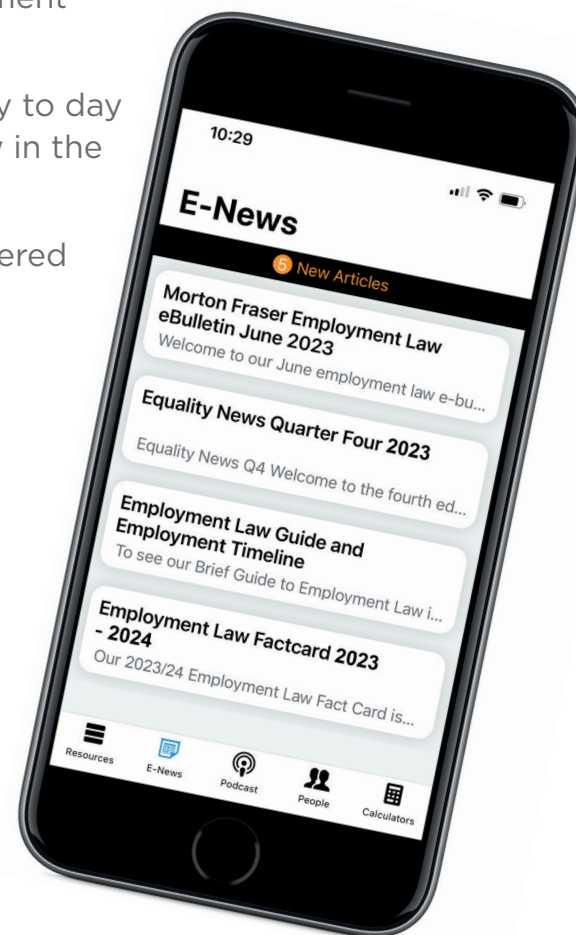
We offer a practical series of employment law courses covering key employment law and related HR issues including:-

- Disciplinary and grievance issues training

- Managing employees (performance & sickness absence) training
- Discrimination and harassment training
- Employment Tribunal procedure and witness familiarisation training
- Immigration & employment training
- GDPR: the practical day to day skills you need to know in the workplace

Our courses can be delivered face to face or via a live webinar.

*“Our app is full of useful information for employers”*



# ABOUT MORTON FRASER

WE ARE AN INDEPENDENT SCOTTISH LAW FIRM with offices in Edinburgh and Glasgow. Our absolute focus is on the Scottish legal landscape, and our regional cost base allows us to provide our clients with excellent value for money without compromising on the quality of service. We have over 270 people, including 40 partners.

At Business Insider's 2018 Scottish SME Awards, we were named the Number 1 SME in Scotland. Our commitment is to ensure that our clients are clear about our advice, and clear about our fees.

We are listed in The Times Best 100 (UK) and Best 50 (Scottish) Companies to Work For 2019, an independent assessment based on employees' responses. Both judge all business sectors, not just legal.

We were short-listed for The Lawyer Awards 2019 in the category Law firm of the year: the Independents - Regional.



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# MEET OUR EMPLOYMENT & IMMIGRATION TEAM

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**Morton  
Fraser was  
commended  
for  
employment  
law by the  
Times in  
their Best  
Law Firms  
2023 guide.**

Morton Fraser is one of Scotland's largest independent law firms, delivering clear advice to businesses, the public sector, individuals and families. For any of these services please contact us.

#### **MAKE CONTACT**

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