

LOCAL | NATIONAL | INTERNATIONAL

EMPLOYMENT AND IMMIGRATION

Savvy workplace thinking

harrison **clark**
rickerbys
S O L I C I T O R S



A PASSION FOR PEOPLE

Our passion for people is at the heart of everything we do. It's the engine that keeps us ticking and inspires us to do our best. We're not satisfied unless we're making a real difference to peoples' lives, and we'll keep working hard to ensure we get the best outcome possible.

A Passion for people

Dealing with matters involving people and the workplace can be daunting, stressful and all consuming, whether you're an employer or an employee.

Add in the complexity of employment law and it's enough to cause sleepless nights for all concerned.

That's why clients, from multinational household names and medium sized businesses to senior employees and executives, turn to us at their most critical moments to take care of their most complex and worrying workplace issues.

WE'RE READY TO HELP

A passionate collective

We could highlight the diversity of our 35+ in-house experts, including employment solicitors, barristers, legal executives, HR consultants, trainers and immigration specialists, but that would only be telling half the story.

While our skills and experience may be diverse, we share the same characteristics and a passion for people.

We're thinkers. We're doers. We love rolling up our sleeves and getting stuck in. We thrive on a challenge. We live for seeing fairness and equality in action. We strive for fair outcomes.

But most importantly, we're on your side.

MAKING A DIFFERENCE IS IN OUR DNA

“The employment team at HCR are fantastic people to work with, very knowledgeable and commercially focused. With their help, we had a positive outcome with minimal costs to our business.”

Sylvia Tanser | Group HR Manager | Pertemps Network Group

How we help employers

Our services have been developed to help our clients work with us in the way that's best for them. From quick advice over the phone to larger projects and litigation work, we get to the heart of what you need as quickly as possible so you can stay focused on your day job.

Day to day employment issues

Your HR team know how to manage people, but they might want to pick our brains over a tricky problem or sound out some ideas. We've developed our specialist advice line to give friendly, accessible and expert reassurance over the phone or by email. Ask us about our employment law retainers, designed to provide transparent, fixed cost support whenever you need it.

We're in your corner

We always hope it doesn't come to court, but if it does, we're here to support you in employment tribunals. We have professional litigators who have successfully defended employers in multimillion pound high risk disputes, small value emotionally charged cases, and everything in between. We support witnesses and organisations every step of the way through the litigation process.










“A highly experienced, professional and efficient team that I would have no hesitation in recommending to any firm seeking advice.”

Andy Wall | Finance Director | Gtech

ADVICE FOR BETTER BUSINESS

Your project partner

No matter the employment issue you are dealing with, we are on hand to help on a flexible project basis. Whether it's the routine drafting of employment contracts or advising on a company wide redundancy programme, you can bring us on board to help your project fly. We provide services on a fixed or capped cost basis where required.

	Drafting employment contracts, service agreements and policies		Changing terms and conditions of employment		Redundancy and reorganisation projects
	Termination of individual employment by agreement		Termination of individual employment by conduct/ capability dismissal		Protection of business contacts and clients from ex-employee interference
	Movement of staff in or out under TUPE		Sale or acquisition employer due diligence and support		Trades Union relations projects (including managing industrial action)

From shore to sure

Today's businesses work with companies all over the world, and we do, too. We offer international employment law and HR advice to UK based employers with staff based globally, offshore employers with staff working in the UK, and offshore employers looking to hire UK staff.



A go to international labour law advice line

No matter where your staff are based, we can answer your labour law queries wherever they come up in the world, via our network of leading in country law partners.



Introducing your company to the UK

If you're based outside the UK but want to recruit staff to work here, we'll ensure you know the pros and cons of UK employment law, carry out a comparative analysis with other potential base jurisdictions, advise you on suitable UK terms and conditions of employment, and draft and negotiate contracts for your UK hires.



Trusted UK employment law partners

We act as UK employment law advisers for trusted legal partners and their clients around the globe. We look after our partners' clients as if they were our own, but don't get in the way of our partners' client relationships.



Your business immigration partner

We help our clients navigate complex and ever changing immigration rules to move their people around the globe with the minimum of hassle and delay. We reunite families, support students, and help entrepreneurs with key opportunities.

A shared language

Whether you have existing staff relocating to a sister office in another region or you're a UK business looking for the best talent across the world, it's safe to say that today's workforce is more mobile than ever.

We provide legal support to businesses, educational establishments and private clients throughout the UK, getting involved at the outset of the immigration process to influence the prospect of a successful outcome.

We also provide training to ensure your in-house teams are fully up to speed on areas such as right to work checks, reporting and record keeping obligations, sponsor licence applications and maintenance, and the many, fast changing categories and rules relating to immigration permission.

YOUR GLOBAL PARTNER

How we help senior executives

When the time comes to make important career decisions, we recognise it can be lonely at the top. Our team has experience in handling the complex employment needs of senior employees, executives, board members and celebrities, offering support, advice and empathy in crucial career moments.

So, whether you're accepting a new role or have a need to move on quickly and discreetly, we can help you agree the terms that suit you best.

“Jenny was personally recommended to me, and she was fantastic – she saw me almost immediately and explained my rights to me clearly and concisely.”

Sharon Moore | Local Government Director

A PARTNER
TO CONFIDE IN

We've got your back

On occasion, a role doesn't work out as planned. We can assist in the case of disputes, holding employers to account when executives face unfair discipline, discrimination on grounds of gender, race or disability, or detrimental treatment following whistle-blowing. We have a particular interest and specialist skill in achieving equal pay for senior women.

Diverse industries, common problems

We've handled employment related needs for senior employees in a wide range of industries, including doctors, police officers, professional service partners, company directors, public servants, actors, and sports and media personalities.

Jenny Okafor-Jones

Partner (Barrister)
Head of Employment



EXPERTISE AND INNOVATION

Specialist sectors and services

You know your industry inside out – surely your legal team should? We're proud to have highly qualified professionals within our firm who specialise in sectors with intricate, evolving needs.



Innovation through technology

In today's 24/7 world, it's likely that you'll need access to legal services at any time, anywhere. That's why we have a dedicated legal tech team creating easily accessible systems that can offer quick advice and assistance wherever you need it.

We can also create bespoke employee surveys, HR portals and client case management systems to help you improve efficiency and reduce cost within your business.



Gender pay

Within our team, we have a number of gender pay specialists. We understand this complex area of law, and can help with gender pay gap measurements and reduction, job evaluation, pay structure design and implementation, as well as equal pay audits and equality impact assessments.



Health and social care

Tight margins, low pay, strict and complex regulation – we know that it's not easy to care for the people who care for others.



Education

Inspiring young minds, keeping them safe, meeting public and parental demands – we're proud to support our many education clients.



Advanced manufacturing

Innovating, creating, building and protecting – we're lucky to work with some of the world's most exciting manufacturers.



Defence and security

Protecting IP, negotiating, complex compliance – we will ensure your contracts work for you and comply with local and international legislation.



Agriculture and rural affairs

Labour shortages, Brexit challenges, family relationships – we understand that providing amazing produce is not as easy as it looks.



Construction and engineering

Diverse contractors, remote workforces, time pressures – challenges can come from the people who work behind the scenes on building projects.

HR consultancy and training at your fingertips

Employment law is just part of what we do – our passion for people extends far beyond the legal sphere. We have years of experience in the HR sector, and our sister company Eagle HR offers support and consultancy to all kinds of businesses. Commercial yet compassionate, we provide companies with day to day advice and support that empowers them to make the right decisions for all their people.

As well as being on the end of a phone or at your side, the Eagle HR team can deliver complex project work on site, covering everything from investigations and discipline to restructures, job evaluation, pay structure design, coaching and mediation.

Our pricing structure is flexible and mirrors the fact that our clients are so diverse. We know that one size does not fit all when it comes to supporting your people. Ask us about our day rates and retainer, as well as our fixed cost project work.

“Jenny’s team has delivered exceptional training to our colleagues. Their style is pitched perfectly, drawing on extensive experience to ensure engaging content and meaningful delivery.”

Amanda Capon | Head of HR
Watson-Marlow Fluid Technology Group
A Spirax-Sarco Engineering Company

Giving your team the edge

You may already have the right people, but they might need a helping hand in order to reach their full potential. Our Learning and Development service gives your team the confidence they need to grow their skills and achieve great things for your business.

We can provide a fully outsourced training service or help you with a one-off learning intervention. Our partners have particular expertise in learning and development with a proven track record of delivering effective training based on the needs of your delegates, showcasing best practice. We cover a range of topics across The People Development and Management & Leadership spectrum, and offer specialist hospitality and customer service training.



Elaine Fisher

Director and Senior HR Business Partner,
Eagle HR Ltd

**EXTRA
HELP WITH
YOUR PEOPLE**

Talk to us

If you would like to know more about our services or how we could support you or your business, please call me for an informal, no-obligation chat.

Jenny Okafor-Jones

Partner (Barrister)

Head of Employment

01242 216 259 | 07816 969 492

jjones@hcrlaw.com

Birmingham

53 Calthorpe Road
Edgbaston
Birmingham
B15 1TH

Cheltenham

Ellenborough House
Wellington Street
Cheltenham
GL50 1YD

Hereford

Thorpe House
29 Broad Street
Hereford
HR4 9AR

London

New Broad Street House
35 New Broad Street
London
EC2M 1NH

Thames Valley

100 Longwater Avenue
Green Park, Reading
Berkshire
RG2 6GP

Worcester

5 Deansway
Worcester
WR1 2JG

Wye Valley

Overross House
Ross Park
Ross-On-Wye
HR9 7US