



Employment and Immigration

Practical people solutions

hcr

harrison clark
rickerbys solicitors

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 people's lives, and we'll keep working hard to ensure we achieve the best outcome possible for you.

WE'RE READY TO HELP

Whether you're an employee worrying about workplace wrangles, or a global business struggling to interpret immigration rules, our legal advisers will help you navigate the law with practical advice and pragmatic solutions.

Our commercially minded team are here to help manage your risks. We will act as your trusted guide, to help get the results you want as quickly and pain-free as possible.

Our diverse team of in-house experts, including employment solicitors, HR consultants, trainers and immigration specialists, are available to help you whether you require quick legal advice over the phone or support with complex cases and litigation. We are here to take the pressure off you.

How we help employers



Our services have been developed to help our clients work with us in the way that's best for them. 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 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 this, 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.

GETTING YOU RESULTS

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)

“ **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

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.

Helping you navigate the immigration landscape

The ever-changing political landscape has led to the biggest overhaul the UK Immigration system has seen in decades. Navigating the landscape of changes in legislation is challenging. However, our team of immigration lawyers is always on hand to assist. We have a wide-ranging and diverse client base operating across all industry sectors. We regularly advise large international companies, Fortune 500 companies, start-up businesses and high-net worth individuals in respect of their complex immigration needs.

Understanding your needs is vital to providing effective and successful immigration services. 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, getting us involved at the outset of the immigration process is key to 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.



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 complex employment needs, 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.

Here for you

No two people or cases are the same. We don't just think of the here and now, we think about what you may need in advance and come up with solutions tailored to your circumstances. It's important to know that we are on your side.

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.

Diverse industries, common problems

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

“ **The HCR employment team delivers absolutely first-class service which is not bettered by more expensive Magic Circle firms. The solicitors are highly expert and strategically skilled in their approach to cases, so costs are not wasted but equally corners are not cut, so the best possible outcome is achieved. They also know and understand their client businesses well.** ”

Client testimonial, Legal 500, 2022

A PARTNER TO CONFIDE IN



**Michael Stokes, Partner,
Head of Employment and Immigration**



“Chris is not only excellent on a professional level, but he relates to his clients in a way that makes all the difference. He enabled me to turn the corner and walk into a better professional life, and I’m grateful.”

Client (partner in a professional firm)

**Chris Mayers, Partner,
Head of Employment in Wales**

Specialist sectors and services

You know your industry inside out – surely your legal team should too? We’re proud to have highly qualified professionals within our firm who are not only expert employment lawyers and can support you with all aspects of employment law, but who specialise in sectors with intricate evolving leads, who speak your language and who understand the particular issues specific to your industry. We’re experts in the following:



Agriculture and rural affairs

- Helping you to find, engage and manage seasonal workers, workers from other jurisdictions and to comply with right to work requirements and immigration rules
- Advising you in relation to agricultural workers’ rights and ensuring compliance with the Agricultural Wages Order and other requirements with regard to pay and allowances
- Supporting you with issues in relation to tied accommodation.



Construction and engineering

- Ensuring compliance with health and safety requirements and standards with regard to staff
- Helping you to employ, train, support and retain qualified workers
- Supporting you to implement, maintain and, if necessary enforce policies and procedures with regard to equality, diversity and inclusion.



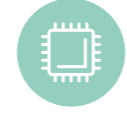
Defence, security and the forces

- Assisting you to navigate issues with regard to employment status and IR35
- Supporting you to manage employees, workers and contractors operating overseas and in hostile environments
- Ensuring your business is protected from the internal and external threat – by negotiating, implementing and enforcing restrictive covenants and employee risk management procedures.



Finance and financial services

- Assisting you to navigate and comply with industry specific remuneration codes
- Ensuring compliance with the senior managers regime, the PRA and FCA certification regimes and PRA and FCA conduct rules
- Support with whistle-blowing and other internal control policies, procedures and complaints.



Technology

- Helping you to onboard, manage, incentivise and retain top tech talent
- Ensuring your IP is protected
- Safeguarding your business from the loss of key individuals and their specialist knowledge.



Education and charities

- Advising you in relation to teachers’ terms and conditions, teachers’ pension schemes and the Local Government Pension Scheme
- Supporting you with TUPE, pensions and due diligence on acquisition, the insourcing and outsourcing of services or on conversion to academy status
- Ensuring compliance with best practice, safeguarding rules and guidelines and regulatory requirements with regard to employees.



Health and social care

- Supporting with TUPE, pensions and due diligence on acquisition or the insourcing and outsourcing of services
- Advising you regarding agency workers and a-typical workers
- Assisting you to navigate disciplinary, capability and regulatory issues.

EXPERTISE AND INNOVATION

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 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.

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 develop and deliver bespoke courses or help you with a one-off learning intervention. Our consultants have 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.



EXTRA HELP
WITH YOUR
PEOPLE



**Elaine Fisher, Partner (non-solicitor),
Senior HR Consultant, Eagle HR**

TALK TO US

We have dedicated team members in each of our offices

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“ The 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

hcr

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