

SEMPLER FRASER LLP

> WHY SEMPLER FRASER?

What is it about Semple Fraser that attracts so many high profile clients and continues to keep them here, year after year?

The simple answer is they like our style. They recognise the value of a firm that can offer the services of some of the most experienced and respected commercial lawyers in the country, yet is still ambitious and hungry enough to make sure complacency never gets in the way of true client commitment. They appreciate the added value of the way we work as a team on every project, bringing together the combined talents of all groups throughout the firm in a unified effort dedicated to delivering the best possible commercial outcome for our clients.

And perhaps most of all, they see the sense of our decision to focus our service offerings specifically on the areas that matter to them most in the day-to-day operation of their business. In this way, we can concentrate all our resources on providing a level and depth of specialist expertise in each of these key areas which we believe no other law firm in Scotland can match.

Clients also appreciate our commitment to innovation, most recently demonstrated by the development of our Clarisys system of digital filing. This system gives Semple Fraser clients with a number of projects on the go, the unique advantage of being able to access real time information on the status of any job at any time.

With a genuine UK-wide service, one third of our lawyers are either dual qualified or English qualified and advise our clients and other organisations throughout the UK as well as other parts of the European Community. It all adds up to a distinctive choice that continues to reap considerable commercial rewards for our existing clients - and a distinctive alternative that could make all the difference to you.

Other Semple Fraser service areas:

Banking & Finance
Commercial Litigation
Commercial Property
Construction
Corporate & Commercial
Corporate Recovery & Insolvency
Environment & Pollution
Intellectual Property
Planning
Property Finance
Tax

> THE EXPERTS

OUR PEOPLE

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Semple Fraser LLP is a multi-national practice



› EMPLOYMENT

Non-contentious

Drafting & negotiating contracts, policies & procedures

Employee consultation

Employment Health Check

Protection of business interests

Protection of confidential information

Redundancy procedures

TUPE transfers

Contentious

Compromise Agreements

Disciplinary & Grievance procedures

Discrimination claims

Employment Tribunals

Enforcing restrictive covenants

Mediation

« We carry out Geotechnical Site Investigations throughout the country and are supported by over 100 members of staff. Employment law is not our subject so we are very happy to have the services of Semple Fraser at the other end of the phone to advise on all our employment issues. They always respond promptly and offer sound professional advice which enables us to carry on with our core business.»

» Una Jenks, Joint Managing Director / Company Secretary, Geotechnics Limited

« Semple Fraser continues to provide us with a professional and efficient service. They understand our employment needs and are always very responsive to our requirements.»

» Brian Macpherson, HR Director, Eden Springs UK Limited

« Having dealt with Semple Fraser for almost 10 years and sought advice and guidance on a whole raft of issues – including a MBO, employment, contractual, health and safety and property related matters – I never cease to be impressed by their professionalism and overt commitment to 'client care' which are evidently inherent in the culture of the firm.»

» William Wales, Managing Director, Anderson Precision Gears Ltd

› HELPING YOU MAKE MORE OF YOUR MOST IMPORTANT ASSET

A productive workforce is an essential component of any organisation. Our specialist employment lawyers can help you manage this increasingly complex area of the law to help you achieve the best from your employees.

No employer wants to be on the receiving end of an employment tribunal claim. We understand that employment disputes can be expensive, not only financially but also in the hidden costs of time, stress and worry that such proceedings can inflict on both parties.

That's why we believe prevention is always better than cure – and that's why we put so much emphasis on making sure our clients have the right employment contracts, policies and procedures in place to protect their interests and minimise the risk of disputes arising in the future.

Our free Employment Health Check provides an audit report on all your current employment policies and contracts, highlighting where improvements and updates could be implemented to reflect the specific needs of your business in line with the latest changes in legislation.

Despite the best will in the world, some disputes are inevitable.

When a dispute cannot be avoided, our aim is always to seek an early resolution – but only in your best commercial interests.

Our employment lawyers are highly skilled negotiators with a reputation for commercial awareness, attention to detail and perseverance to achieve the results you desire.

Where negotiation alone does not work Mediation can be an effective tool in these situations, and is being strongly encouraged by the Government. As accredited mediators and experienced mediation advocates, we have invaluable experience in this field.

If this should fail, having our team of highly experienced employment litigators on your side offers the reassurance of tenacious and skilful representation, witnessed in a proven record of success in courts and tribunals across the UK.

Employment law continues to change and expand at a rapid rate. New TUPE Regulations came into force in April 2006, Age Discrimination legislation came into force in October 2006 and the dispute resolution landscape is changing significantly again during 2009.

In such an increasingly complex area of the law, the aim of our complete employment service is simple – to provide all the advisory and practical support you need to realise the potential of your people as the most valuable asset your business could ever have.

› OUR WORK

Eden Springs UK Limited

Ongoing advice on all employment matters, including advising on senior executive termination and severance package, training on mediation policies and procedures, UK wide restructuring of terms and conditions of employment and defending High Court and Tribunal claims.

MPB Structures Limited v Munro

Advised in relation to the Inner House Appeal which produced a landmark decision in relation to the ability of employers to 'roll up' holiday pay.

MCD Brickwork Limited

Advised on employment matters relevant to start up business including drafting employment contracts and labour only subcontracts.

ThreeBrand Design

Advised three high profile directors of a major Scottish Branding Agency in relation to their exit and setting up of new business and provide ongoing advice on all employment matters.

Geotechnics Limited

General employment law advice and review of standard contract of employment and staff handbook.

Anderson Precision Gears Limited

Advised on senior management restructuring and changes to contracts of employment.

MWB Argyle Street Limited

Advised on employment issues in connection with sale of Radisson SAS Hotel, Glasgow.

Redundancy Procedures

Advised a UK wide architectural practice on redundancy procedures.

Discrimination in the workplace

Acting for a large Scottish care home, appearing at a tribunal and pre-hearing review, in relation to a claim for indirect sex discrimination.

Acting for a large IT company in the defence of a sex discrimination claim and advising on settlements.

Termination of employment

Acting for a senior banking executive in negotiation of high value exit package and compromise agreement.

Lagmar Developments Limited

Advised Irish property developer / investor on employment law aspects of a number of UK shopping centre sales and purchases.