

## > WHY SEMPLE 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 enhanced by the additional cost benefits of our Scottish location, 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

## SEMPLER FRASER LLP

## > THE EXPERTS

### OUR PEOPLE

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Semple Fraser LLP is a multi-national practice

> SEMPLE FRASER <

SERVICE CREDENTIALS  
> EMPLOYMENT

## › EMPLOYMENT

- › Absence management
- › Data protection
- › Disciplinary & grievance procedures
- › Discrimination in the workplace
- › Employment advocacy
- › Employment health check
- › Flexible working
- › Mergers & acquisitions
- › Redundancies & reorganisations
- › Restrictive covenants
- › Specialist HR consultant
- › Termination of employment Terms & conditions

« I have worked with Semple Fraser for three years now and I feel that they have client service and satisfaction at the heart of their business. They work hard at understanding the client's needs and concerns and the relationship feels as though it is really on a 'one to one' basis.»

» Campbell Laird, Three Brand Design

« 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.

Of particular interest to clients who do not have their own Human Resources department, we also offer the services of a specialist HR consultant. This service provides a cost-effective route to professional advice and assistance on a wide range of employment issues from the early management of conflict situations to staff appraisals, grievances and disciplinary hearings.

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.**

If this should fail, having our team of highly experienced 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 we are only now seeing tribunal decisions demonstrating the full impact of statutory disciplinary and grievance procedures introduced in October 2004.

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, 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.

### MWB Argyle Street Limited

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

### 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.

### Disciplinary and grievance procedures

Drafting disciplinary and grievance procedures for various companies and advising on disciplinary issues in relation to senior employees and directors.

### 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 private individual in a claim for unfair dismissal, including appearances at the Employment Tribunal and the Employment Appeals Tribunal.

### Lagmar Developments Limited

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