



Employment Law

Turbervilles' Employment Department specialises in helping its employer clients to organise their internal systems to comply with new legislation and to minimise the risk of expensive mistakes by making sure they are ahead of the game.

We work closely and proactively with our clients to devise systems to help them avoid any pitfalls and to guard against potential claims. We are highly experienced in preparing documents such as contracts of employment, directors' service agreements, policies and procedures, and staff handbooks. We explain key principles, priorities and pitfalls in clear, straightforward terms. We make practical recommendations and give considered advice on best practice. Should the worst happen and you face a claim, you can be reassured that we are experts in defending tribunal claims.

We provide a prompt, efficient, practical and cost-effective legal service, which we aim to tailor individually to suit our clients' requirements.

Some of our specialist areas of expertise are:

- Compromise agreements
- Data protection
- Defending claims by employees and ex-employees
- Disciplinary procedures
- Discrimination
- Drafting contracts of employment and service agreements
- Drafting all employment-related policy documents
- Grievance procedures
- Recruitment and retention
- Redundancy management
- Restrictive covenants – breach and enforcement
- Transfer of undertakings – the effects of TUPE
- Unfair dismissal and termination of employment
- Varying/updating terms and conditions of employment
- Working time regulations

Professional Development

In addition to its specialist services, the Department also runs a regular programme of employment-related seminars and workshops, which are open to both clients and non-clients. These focus on areas of topical interest and are invariably highly popular. Information about these seminars is published on the Training section of the firm's website. In addition, the Department publishes a free monthly employment law newsletter. For more information about the Department's seminars and workshops, or to subscribe to the newsletter, please contact Marc Jones.

Contact Details

Turbervilles' Employment Department is headed by 2 partners with wide-ranging experience in all employment related matters.

Robert Dixon – Partner

Robert has been a partner at Turbervilles since 1989. He qualified as a solicitor 25 years ago, after graduating in law at Cambridge University.

Robert specialises in all employment related matters, in particular boardroom disputes and TUPE related issues. He takes a special interest in managing challenging dismissals for employers. He is a member of the Employment Lawyers' Association, and has been instrumental in the creation of the Department's successful seminar and workshop programmes.

Robert is married and enjoys most sports, and also sits on the governing body of one of the area's largest schools.

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Marc Jones – Partner

Marc joined Turbervilles as an employment partner in June 2004. He qualified as a barrister before transferring to become a solicitor in 1998.

He has acted as solicitor/advocate in employment tribunals, the Employment Appeal Tribunal and the Court of Appeal. He has been involved in a number of leading cases on issues such as time limits for employment claims, police immunity from a complaint of sex discrimination, enforcing post-termination restrictive covenants, and whistleblowing. He chairs the Employment Lawyers' Association's working party on electronic services and is the assistant editor of the Employment Lawyers' Association's "ELA Briefing". Marc was on the Equal Opportunities Commission and the Disability Rights Commission panels of solicitors until the Commissions were consolidated. He regularly writes for a number of publications, and is editor of Turbervilles' Employment Department's monthly newsletters. Marc also devises and presents seminars and workshops for clients and non-clients.

Away from the office, Marc enjoys spending time with his family, karate, rugby and football.

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