



## Employment Law For Employees

Turbervilles' Employment Department specialises in helping its employee clients in all areas of employment law, particularly litigation

We have a greater understanding of employment problems because we act for both employers and employees. Some law firms act only for employers, which often leads to missing potential claims or not having the sufficient know-how to deal with them. We see both sides of an issue and are in a better position to offer practical solutions.

We have extensive experience in the employment tribunals, the Employment Appeal Tribunal and the Court of Appeal.

Employment litigation can be time-consuming. Our practical experience and negotiating skills often help clients to avoid litigation. At Turbervilles, unlike many other firms, the lawyers who conduct employment litigation and dispute resolution are specialists in employment law.

Turbervilles' approach is to encourage clients to control the way in which legal fees are incurred. In addition to the conventional hourly rate, we undertake work for fixed fees and on a "no win, no fee" basis for tribunal claims (subject to an initial assessment).

Some our specialist areas of expertise are:

- Compromise agreements
- Contracts of employment
- Data protection
- Disciplinary procedures
- Discrimination – sex, race, disability, religion, sexual orientation and age
- Grievance procedures
- Prosecuting claims against employers and ex-employers
- Redundancy
- Restrictive covenants
- Transfer of undertakings – the effects of TUPE
- Unfair dismissal and termination 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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