

Our specialist team of Employment Lawyers can assist Employers and Employees in fulfilling their obligations, bringing and settling claims.

We can help with and aid your negotiations, understanding and compliance with complex legal procedures and legislation.

We can offer a wide range of funding options including “**Fixed Fees**” for:

- Advice Interviews
- Compromise agreements
- Policy and procedure health checks
- Employee handbooks
- Contracts

A “**No Win No Fee**” option for claims and negotiations (depending on the nature of the claim and prospects of success)

Private client hourly rates so you have control over your costs.

**To make an appointment or talk to us please call**

**Ken Hughes** - Masters degree in Employment Law  
LLM

**Patricia Lloyd** - MBA  
Solicitor  
(Post Graduate Degree in Employment Law)

## HEAD OFFICE

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### Email:

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### Website:

[www.lloyd-solicitors.co.uk](http://www.lloyd-solicitors.co.uk)

### Attendance Centre by Appointment in:

Bury St. Edmunds  
01284 756098

You should review your will  
at least every five years

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**LLOYD & CO.**  
SOLICITORS

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## EMPLOYMENT Law Advice

**Can you afford  
Not to take it ?**

A COMPREHENSIVE  
SERVICE FOR  
EMPLOYERS  
AND  
EMPLOYEES  
ON A WIDE RANGE  
OF EMPLOYMENT  
ISSUES

**Tel: Thetford  
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### Are your company Policies and Procedures Up to date?

We can help you complete a review of all your contracts, policies and procedures.

- Including:
- Grievances
- Disciplinarys
- Capability
- Performance Issues.

### Do you need to change your Employee's Contractual terms?

It can be a minefield changing terms, but we can assist you with:

- Amending Contracts
- Drafting new contracts
- Helping alleviate potential claims against your company.

### Can you afford Litigation by your Employee's ?

We can advise you on best practice for:

- Dismissals
- Disciplinarys
- Discrimination Issues
- Pay
- Leave
- Family Rights
- TUPE
- Redundancy and more.....

Legislation in Employment Law is constantly changing and your business needs to keep pace.

Let us guide you through the process whether it is one off advice or ongoing support, we can offer a bespoke service to suit your business needs

### Have you got a complaint about your Employer ?

We can offer you advice on a wide range of Employment problems.

### Have you been dismissed unfairly ?

We can give you an impartial, no obligation opinion on your case and provide a complete service should you have a case to pursue.

### Are you being discriminated against ?

Is your Employer treating you less favourably Because of your:

- Disability
- Race
- Religion
- Sex
- Age
- Sexual orientation

It can be illegal for your Employer to treat you differently than your colleagues for any of these reasons.

We can assist you in bringing a claim from your initial grievance to a tribunal hearing.

### Have you been told you have no choice in changes in your hour's or pay ?

It is often a breach of your contract to change your terms of employment without your agreement.

We can help with negotiations. grievance letters and claims.

### Are you worried about your company being taken over by another firm ?

We can advise you on your rights under TUPE, Redundancy and Dismissal

### Are you or your partner pregnant ?

Maternity and Paternity rights have changed recently.

Contact us if your Employer is denying you your entitlement.

### Does your employer owe you wages ?

This could be an unlawful deduction of wages and a breach of your contract, we can advise and assist you in the best way to recover them.

### Are you being bullied or harassed at work ?

If it's an employer, a colleague or a customer you may have a civil claim, or an action for discrimination.

### We can assess your case and offer advice on the best course of action.

Free initial advice at our Employment Surgery's on the following days:

Monday - Thetford - Anglia House  
Wednesday - Bury St. Edmunds - Angel Hill