

## What we do, what it costs and more

### What we do

We advise employer and employees on employment law.

### Employing others

Whether you are hiring your first employee or already have a sizeable workforce, we can help you navigate through the myriad of employment law, building your business on solid legal foundations. We can also advise you when a dispute arises with your employees. We understand that different solutions and approaches will be appropriate depending on the nature and size of your business and tailor our approach accordingly.

### Working for others

We understand how much what happens during your employment matters and how to get the best out of your employer when things are not going so well. We spend the time listening to truly understand what your concerns are and to guide you through your options, explaining the legal context plainly and clearly.

### Examples of work

- **Exits** - Acting both for employers or employees, we help navigate the end of employment relationships. Exits range from amicable to full blown out conflict. We can help from first deciding it's time to leave to deciding on what terms. Advice on options on how to exit - including the soft side as employment is about people not machines - their pros and cons, negotiating with the other party, drafting or reviewing settlement agreements, guiding through formal processes, advice on non competes and other restrictions.
- **Contracts and policies** - We draft contracts and policies that look and feel like the Company you have built - not a legal template. We help decide which policies you need, which you don't or not yet and how to introduce them, get employee buy in and make them part of your culture. If you are a senior employee, we review contracts to make sure the terms you sign up to will work for you.
- **Things that happen along the way** - We help clients (employers and employees) with performance issues, absences, conflict in the workplace, grievances, disciplinary issues, whistleblowing, employees lining up to compete, TUPE transfers, change of control, redundancies, restructures, and the array of issues that can come up in employment relationships.

- **Building a flexible workforce** - Need a flexible workforce or wanting to work flexibly? We draft and review contractors' and consultants' agreements. We also advise on interns or other flexible arrangements.

Temple Employment Law Limited is not authorised to conduct litigation the way solicitors' firms are (we cannot issue proceedings, file documents at court and service documents on other parties or hold client monies). In the event of litigation, we will refer clients to solicitors' firms or entities authorised to conduct litigation.

## Pricing

We believe in making legal advice accessible. We keep our fees deliberately highly competitive and stick to a simple pricing structure. We do not charge for small isolated pieces of work.

2020 indicative pricing

Employers - £295 + VAT per hour

Employees - £250 + VAT per hour

Wherever suitable we may be able to give you a fixed fee for certain jobs that have defined parameters (HR handbook, contracts, drafting a letter to your employer). This will be based on an estimate of the time we need and the hourly rate.

Get in touch for a quote including estimates and more detail on timescale for dealing with your issue. We aim to get back to you by the next business day though timescales for providing you with the services will depend on multiple factors, including our availability, the type and complexity of the issue and the other side's approach (if relevant).

## Contact us

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## Regulatory requirements and complaints

Temple Employment Law Limited is an entity authorised and regulated by the Bar Standards Board through which I provide my expertise on a public access basis (i.e. clients can use my services as a barrister directly, without needing to go through a solicitor). Guidance on the Public Access scheme is available [here](#).

Barristers in chambers are regulated by the Bar Standards Board. You can search the Barristers' Register on the Bar Standards Board's website:

<https://www.barstandardsboard.org.uk/regulatory-requirements/the-barristers'-register/>. This shows (1) whether a barrister has a current practising certificate, and (2) whether a barrister has any disciplinary findings, which are published on the Bar Standards Board's website in accordance with their policy. Alternatively, you can contact the Bar Standards Board on 020 7611 1444 to ask about this (or e-mail [ContactUs@BarStandardsBoard.org.uk](mailto:ContactUs@BarStandardsBoard.org.uk)).

We aim to provide you with a great service and if you have any concerns about the service, please let me (Sophie Clifford) know and I will try to resolve the problem. If you are dissatisfied with the handling or outcome of the complaint, you may refer your complaint to the Legal Ombudsman ([www.legalombudsman.org.uk](http://www.legalombudsman.org.uk)). Please note that the Legal Ombudsman has time limits in which a complaint must be raised with them. The time limits are: 6 years from the date of the act/omission, or not later than three years after you should reasonable have known there were grounds to complain and within 6 months of the complaint receiving a final response from me. You can also search the decision data on LeO's website: <http://www.legalombudsman.org.uk/raising-standards/data-and-decisions/#ombudsmandecision-data>. This shows providers which received an ombudsman's decision in the previous 12 months, and whether LeO required the provider to give the consumer a remedy. Alternatively, you can contact LeO on 0300 555 0333 to ask about this (or e-mail [enquiries@legalombudsman.org.uk](mailto:enquiries@legalombudsman.org.uk)).