

# Employment Advice and Litigation

## TSol is at the centre of employment law in Government:

- acting for Departments of State and public bodies in cases brought before the Employment Tribunal, the County Court, the Employment Appeal Tribunal and beyond;
- advising on non-contentious matters, such as employment policies and practices and compliance with new legislation; and
- providing our clients with training and information to help them to avoid legal problems arising in the first place.

Our specialist Employment Commercial and Companies Division is one of the largest employment practices in the UK. The Group also has a team dealing with procurement and contracts issues, with considerable expertise in dealing with TUPE transfers and other staff questions arising from large public sector contracts.

## Our specialist expertise

We have expertise in the following areas:

Age discrimination	Maternity and paternity rights
Breach of contract	Race discrimination
Contracts of employment	Redundancy
Definition for wages	Religious and belief discrimination
Disability discrimination	Sex discrimination
Equal pay	Sexual orientation discrimination
General advice and drafting services	The application of the PCSPS
Industrial actions	TUPE
Industrial relations	Unfair dismissal

## Our experience

We deal with a diverse and high profile caseload. For example we have acted:

- in around 16,000 cases arising out of the exclusion of part time workers from public sector pension schemes;
- on behalf of the then DTI in *Rutherford* (retirement age case);
- on behalf of the Health and Safety Executive in *Cadman* (Equal Pay case);
- on behalf of the Prison Service when successfully defending a claim that a requirement for a man to wear a tie constituted sex discrimination; and
- before the House of Lords in *Macdonald* and *Pearce* (sexual orientation discrimination cases).
- in the equal pay litigation brought against the Prison Service.
- to advise in industrial action matters in the Prison Service, Ministry of Justice and the Home Office.

## How we add value

Our position at the centre of Government employment law means that we are able to provide a service that is second to none. In particular, our clients benefit from our:

- active involvement in Working Groups on Employment Law, Equal Pay, and Discrimination;
- close relationship with colleagues in the team providing legal advice to the Cabinet Office on civil service-wide employment issues;
- expert knowledge of the impact of human rights and data protection legislation;
- expertise in dealing with public sector unions;
- expertise in dealing with matters involving large numbers of staff including TUPE issues; and
- training and information to avoid employment legal problems arising in the first place.

## Our clients

We carry out employment litigation for the Home Office and many other Government Departments. We advise the Cabinet Office, the Charity Commission and many non departmental public bodies.

## Contact



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