

Employment matters...



**“Standing out
from the
crowd...”**

curry popeck
solicitors & mediators

Welcome.....

Starting with the initial enquiry, our client relationship develops over time into a long-term association built on trust and confidence where we know you will value our expertise and friendly but professional approach.

We are a full-service law firm, providing you with clear legal and commercial advice. We are large enough to handle your most complex matters, yet small enough to provide you with responsive, personal and senior-level attention. For the past 30 years both corporate and private clients have come to rely on our trusted guidance. We have established a professional reputation as a leading legal resource, delivering effective, efficient and focused advice.

Having offices in Harrow, Pinner and the West End of London, we are well positioned to service our ever-growing client base throughout London and the rest of the country, and our associate offices in Paris and Berlin provide us with an international presence.

Many firms claim to be client focused, but we know that 60% of our business comes from clients who return to us time and time again, so we speak from a position of strength when we say that you will always receive an impeccable service from us because we believe it is "all about the client".



Philip Popeck
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Lionel Curry
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About Employment.....

Am I entitled to a written contract of employment?

There is no obligation for an employer to provide you with a written contract. However, you are entitled to receive a written statement of the main terms and conditions of your employment within 8 weeks of commencement of your employment.



“

Your service was truly outstanding. We are ever so grateful for all the help and support you provided through a very stressful period. With you, we knew we were in safe hands.

Mai Trinh

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Can my employer dismiss me for any reason?

Technically, you can be dismissed for any reason. However, once you have completed 12 months' service, you have the right not to be unfairly dismissed. Furthermore, your employer will have to follow a fair process prior to dismissing you. A solicitor should be consulted to advise you on whether the correct process has been followed.

Can my employer dismiss me whilst I am off sick?

Yes. However, you may be able to bring claims for unfair dismissal or disability discrimination if your employer has not made the proper enquiries about your health prior to terminating your employment. Your employer should not treat you differently because of your ill-health.



About Employment.....

How am I protected against sex discrimination?

Under the Equality Act 2010, you are protected against being discriminated against because of your sex irrespective of your length of service. Your employer cannot treat you less favourably because of your sex or apply a policy or rule which disadvantages members of your sex.



How long do I have to work for an employer before I can claim unfair dismissal?

Generally you have to be employed by your employer for 12 months at the date your employment terminated. However, there are exceptional circumstances so it is always advisable to consult a solicitor.

“

We're all very grateful to you for handling this matter in such a patient and professional manner. I am very pleased that my son so strongly recommended you. And I will be very happy to recommend you and your firm in the future. With best wishes,

P.Coombes

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Do I have to allow my employees to work flexibly?

Only employees who have 26 weeks' continuous service have the right to be considered for flexible working arrangements, in order to care for a child under 17 (or under 18 if disabled) or to undertake responsibilities as a carer. You must consider the request and can only refuse it for business reasons specified in the legislation.



What can I do to prevent my employees 'poaching' my staff or customers when they leave?

You will need to provide employees with a written contract and for it to contain restrictive covenants. The clauses within the covenants can restrict your employees for a limited time after they leave but have to be clearly worded to make them enforceable.

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I would like to thank you for all your timely personal advice and help throughout 2014, always with a smiling, welcoming face. It is very much appreciated.

Would like to wish you and your wonderful team a very happy healthy prosperous 2015. Kind best regards

Best regards

Fatema

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“

We both wanted to thank you very much for all your help and for - yet again - your professionalism in seeing through this transaction. It is so much appreciated as it means that we don't have to worry about the legal side of things at all. Best wishes, till the next time,

Elisabeth

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Can I dismiss an employee who is poorly performing?

Yes. However, you must ensure that you follow a fair process by making the employee aware of their deficiencies and give them an opportunity to improve before dismissing them.

About Employment.....

Can I dismiss an employee who has been long-term sick?

Yes. However, you must make reasonable enquiries about the employee's current state of health and act on the medical opinion before making a decision as to whether to dismiss them. There are serious implications if the wrong decision is taken so a solicitor should always be contacted in these instances.



“

Dear Jeremy,

I would like to thank you for your very positive, helpful and quick response to the issue we had yesterday. I was impressed at how helpful you were, reassured with your advice and pleased we resolved everything on the day. We have had some poor service from solicitors in the past so were a little nervous at contacting anyone; I am delighted that we found your company.

Warm regards

John

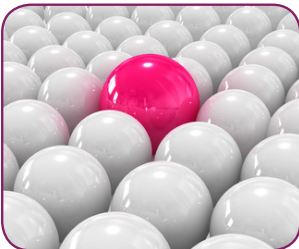
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What should I do now?

If you would like us to deal with your conveyancing matter, simply call or email us at the number or address shown in the contact section of this brochure and we would be happy to discuss your requirements in a friendly and professional manner.

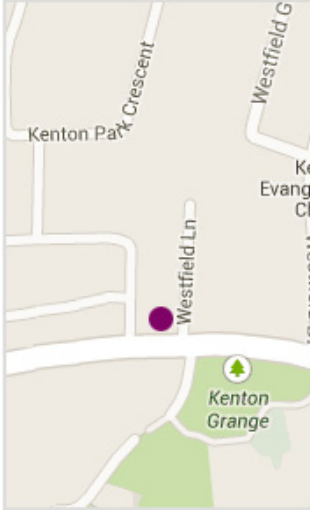
Why use us?

- **Service:** we pride ourselves on always providing the highest standards of service, something which is supported by our ever-growing list of testimonials and returning clients.
- **Communication:** a key part of the Curry Popeck ethos is communication. We believe in always keeping you updated and will deal with your enquiries promptly.
- **Proactivity:** it's best to 'make something happen' rather than 'wait for it to happen' and this is borne out by our positive attitude of always trying to move things along towards a prompt and efficient conclusion.
- **Innovation:** unique products like the Curry Popeck Sellers Pack help us 'stand out from the crowd'.
- **Problem solving:** the law always throws up regular challenges, but with over 250 years of experience between us, we are well positioned to solve anything we're faced with.
- **Expertise:** we are members of the Law Society's Conveyancing Quality Scheme (CQS), which provides a recognised quality standard for residential conveyancing practices and is only awarded to those law firms who excel in what they do, and pass a rigorous accreditation process.
- **Attitude:** unlike some firms in our profession, we make a point of always being friendly and approachable, understanding your challenges and working with you to resolve them.
- **Personal attention:** the same dedicated and experienced solicitor will work on your transaction from start to finish so you always know who to speak to.



Contact Details

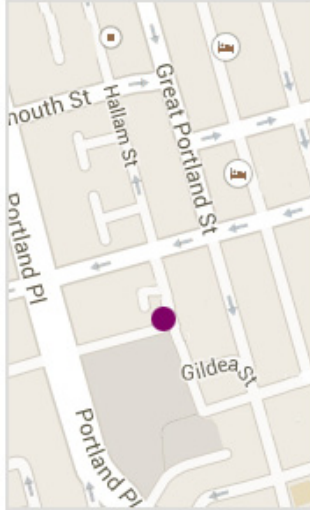
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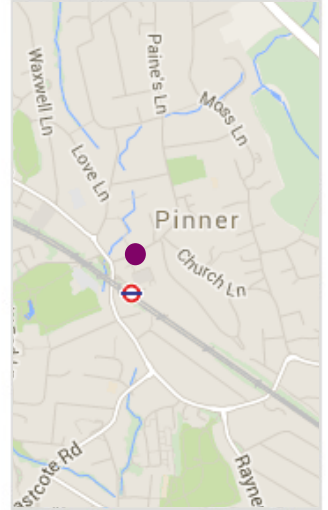
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