



WATSON ESAM Solicitors

**PRESS
RELEASE**



Surviving the pain of redundancies – The employer perspective.

It is hardly surprising in the current climate that leading employment lawyers at Sheffield Solicitors, Watson Esam have seen a significant increase in the number of businesses needing advice on how to reduce their workforce. An option that even the most successful of companies are having to consider. Jay Bhayani, senior partner and head of Watson Esam's employment department says "Any sort of business re-organisation is difficult for all concerned but redundancies, laying people off and altering work patterns are probably the hardest changes to effect."

Jay, a former winner of Yorkshire Lawyer Employment Lawyer of the year, and her team advise businesses throughout the region on all issues relating to employment law. Jay says "Everyone accepts that investing in proper recruitment procedures is money well spent, but I advise that a similar investment in letting staff go is just as worth while if you want to mitigate the effect on your business. Clearly staff cutting is a difficult and stressful process for all concerned, whilst being regarded as essential and unavoidable to make an organisation more successful, productive and competitive in difficult times. How it is handled can have far reaching repercussions for the future of the company but they can be minimised if proper procedures are put in place.

Some of the issues that I help my clients with include: strategically planning the programme of reducing the work force; communicating properly with the work force; preparing managers for the redundancy programme to minimise the added pressure that they are likely to encounter; maintaining the respect of retained staff by making sure that they feel that those leaving have been treated fairly; providing support to staff who are leaving to help them move forward and leave the business with a positive impression; and, ensuring that legally

and procedurally the business can be sure that it has done everything possible to avoid finding itself defending expensive unfair dismissal and discrimination claims in the tribunal”

For further information regarding redundancies or other employment issues, please contact Jay Bhayani at Watson Esam on 0114 275 3350 or jay.bhayani@watson-esam.co.uk.

Further information: Watson Esam is one of the oldest established legal firms in Sheffield practising from its offices in Paradise Square. A medium sized firm with approximately 40 staff, it is well known for delivering first class services to businesses in South Yorkshire. Jay Bhayani is senior partner and head of the firm’s employment department. She is a former winner of Yorkshire Lawyer Employment Lawyer award (2005) and was short listed for the Yorkshire and Humberside Institute of Directors Adviser of the Year Award 2007. She specialises exclusively in contentious and non contentious employment law. She has dealt with high profile and complex cases acting primarily for employers. Jay is recognised as one of the leading employment law specialists in Yorkshire and is named in the Legal 500 as such.

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