



GILLESPIE MACANDREW
LAW • PROPERTY • FINANCE

EMPLOYMENT LAW



We specialise in the following areas:

- Age Discrimination
- Bullying and Harassment
- Compromise Agreements
- Employee Handbooks
- Employment Policies and Procedures
- Employment Tribunals
- Equal Pay
- Foreign Workers and Immigration
- Gross Misconduct
- Pensions
- Redundancy
- References
- Sex Discrimination
- Terms and Conditions of Employment
- TUPE
- Unfair Dismissal

Employment law is extremely complex and is constantly changing. In the current economic climate, businesses of all sizes are becoming increasingly sensitive to redundancies, disputes and dismissals. Furthermore, in the past six years, there have been ten new pieces of employment legislation, and with the new age discrimination laws in full force this has given businesses a whole raft of new issues to deal with. It is, therefore, crucial to have the right professionals to turn to who can give you the expert advice and support you need. This is where we can help.

At Gillespie MacAndrew, our established, specialist employment law team advises on all aspects of employment and aims to deliver practical and effective solutions balanced with focused and commercial advice.

We recognise the substantial risks of disruption and impact on the bottom line of a business caused by workplace disputes. Our team has extensive experience in helping to minimise that risk by guiding clients through the legislation and correct procedures in a clear and straightforward manner. Whatever your employment issue, and whatever the size of your organisation, we offer a complete tailor-made service and will work with you to ensure your needs are met. We aim to achieve the best solution to suit your particular circumstances.

We have commercial insight and knowledge of a diversity of marketplaces, with a specialist interest in assisting small and medium-sized businesses, voluntary organisations, charities and rural employers.

We can offer:

- Advice on all aspects of employment and immigration by telephone.
- Bespoke contracts of employment, grievance and disciplinary policies and other written contractual documents.
- Representation and advice on employment and immigration applications made to and against clients in the Courts and Tribunals of the UK.
- Advise and draft compromise agreements for employers and employees.
- Advise on redundancy and other dismissal issues.
- Provide in-house training to clients, HR professionals and other managers on how to correctly apply current employment law.
- Information sheets on a number of current employment and immigration issues.
- Topical seminars on the changes and current issues in employment law.

[Meet the team overleaf...](#)

THE TEAM



GORDON INNES, PARTNER

Gordon is head of the Litigation department at Gillespie Macandrew. He has a background of some 30 years in litigation, including employment law and construction law. He advises a number of client companies on all aspects of their personnel contracts, including contract reviews, pay structures, redundancy, disciplinary and grievance procedures, and, of course, the ever increasing field of TUPE regulation. He also has specialist knowledge of professional sports contracts. Other areas of expertise include secondment of employees, the employment of estate and farm workers and discrimination claims, whether based on race, age or gender.

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JOHN NORRIE, SOLICITOR

John is an experienced Solicitor and specialises in all contentious and non-contentious areas of employment law. He uses his knowledge and experience to deliver guidance on all aspects of the employment relationship, including contractual issues, dismissals, discrimination, redundancy and business restructuring. John has a particular interest in negotiating the resolution of disputes between employer and employee, and acts for a broad cross-section of employers including retail, farming, manufacturing and professional bodies. He is a member of the Employment Law Group and the Employment Lawyers Association.

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PETER NG, BUSINESS MANAGER

Peter is an ex-Hong Kong Government official and was trained by them in immigration, visa and legalisation matters, mainly to advise British Nationals (overseas) and former Hong Kong residents in the UK. He was an adviser to a number of Chinese Associations in Scotland and the North East of England. With more than 30 years of practical experience, Peter prides himself in offering professional, ethical advice and assistance in a wide range of immigration issues. Recently, Peter has successfully assisted businesses with the new regulations on employing foreign workers.

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IAN TURNBULL, PARTNER

Ian is the Managing Partner of the firm and has a wealth of knowledge and experience gained from over 25 years of dealing with a wide range of employment matters for businesses of all sizes. Ian uses this background to give practical and relevant advice. He has a particular interest in employment issues affecting rural businesses, charities and NGOs, and has developed a substantial client base within these sectors.

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RUSSELL THOMSON, ASSOCIATE

Russell is an Associate in the Commercial Department at Gillespie Macandrew, with over 25 years' experience. Russell advises a wide range of clients in employment matters, including recruiting, employment contracts, terms and conditions, policies, equality of treatment, grievance and disciplinary issues, secondment, TUPE transfers, redundancy, compromise agreements and goodwill protection. He advises growing as well as established companies in employee incentive arrangements, including EMI share options, CSOPs and Sharesave schemes.

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Law firm of the year | *Scottish Legal Awards 2007*