



**BULFIN & CO**

**EMPLOYMENT LAW SOLICITORS**

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## A Niche Employment Law Practice

**Bulfin & Co** was founded in 1994 at a time when employment law was fast developing, yet few legal practices saw it as a separate and specialist area of law. Frequently rolled in with general litigation or Company Law, many Firms simply did not have a Solicitor specifically trained in this complex field of Law. Consequently employers were not getting the level of legal expertise in employment law that they received in other aspects of their business. The Firm's objective was to provide just this specialist resource.

**Bulfin & Co** is now firmly established as a specialist Employment Law practice with a reputation for providing quality legal advice and assistance in all areas of employment law.

The Firm acts for both employers and employees. We have clients from across industry and these include the following sectors:

IT	professional services
entertainment	education
retail	manufacturing
construction	engineering
hotel and catering	the motor industry

A number of our clients come from the public and quasi public sectors and include care homes, nurseries, providers of services for young people, services for adults with disabilities and registered charities.

## An Employment Law Resource for Employers

Employment is a complex and fast changing area of law. Because it affects real people in real situations and the penalties for failing to comply with the law are high, no employer can afford to be without some form of employment law resource for their organisation. However, we understand that employers' needs vary according to the size of their organisation and the skills, experience and expertise of their managers. Therefore our employment law solutions are always tailored to our Client's needs and budget.

## Proactive approach

Working closely with our clients and understanding their business enables us to assist with strategic planning and prevent unnecessary employment disputes.

## Advice

Our advice is practical, to the point and easy to understand. We tell you the law, apply it to your situation, explain all the options and help you make an informed decision on what action to take.

Some of the more common problems upon which we are asked to advise are:-

- Misconduct and other disciplinary issues
- Long-term sickness absence
- Issues involving competition and restrictive covenants
- Termination of employment
- Severance agreements
- Maternity rights
- Pay, bonus and commission disputes
- Claims of race, sex or disability discrimination
- Redundancy handling
- Issues arising following a TUPE transfer
- The Working Time Regulations
- Family friendly policies
- Business immigration issues

## Documentation

All our documentation is drafted with a view to balancing employee's rights with the employer's commercial considerations. Protecting our clients and their business is our paramount consideration.

## Legal Representation

When our clients require representation for a Court or Tribunal hearing, they are provided with the services of the appropriate Advocate for the task, either one of our in-house lawyers or a specialist Barrister from the Employment Law Bar.

## Information

To keep clients informed of employment law developments, we produce free guidance notes on new legislation and topics of interest and our regular Employment Law Bulletin.

## Consultancy

When clients need more than 'arms length' services, we provide all the benefits of an in – house service, without the permanent overhead. Our packages are always tailor-made to meet our clients' individual needs.

## Project Management

We can handle any employee relations project including consultation exercises, reorganisations, redundancy programmes and TUPE outsourcing

## Training

Our training programmes are completely tailored to our clients' requirements. The advantage of choosing Bulfin & Co over other training providers is that we train to your own policies and procedures. Some of our most popular courses include:

- An Introduction to Employment law for new managers
- Disciplinary and Grievance Procedures
- Handling sickness absence and disabilities
- Avoiding unfair dismissal claims
- Clerking hearings and taking effective minutes
- Avoiding Discrimination

## Contacting Us

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Appointments are also available at our Amersham office.

To discuss any aspect of our service, please speak to **Karen Bulfin**, who can be contacted at the Eastcote office or email her at [karen@bulfin.co.uk](mailto:karen@bulfin.co.uk)