

## **Protect yourself with expert legal advice**

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Very few of us enjoy secure employment today in the climate of mergers, redundancy and management change. Maybe some of the following scenarios ring a bell?

- Following a recent merger you have been told that you are redundant. You have been offered a significant redundancy payment. How has it been calculated? Are you entitled to more?
- You hold a senior position within a large company. Your career progression has been rapid. However, your new boss, who was appointed four weeks ago, has told you that he will not promote you as you do not have the right skills for the job. What can you do?
- You have just been given a service agreement to sign. However, it contains some clauses which would restrict you from taking customers with you if you left the company. Do you have to sign?

And as you climb the career ladder and the rewards grow, the risk to you and your family's lifestyle of losing a primary income is huge. So how can you protect yourself from the vagaries of corporate life?

The key to security today is to ensure that you seek proper legal advice when taking up a new position or leaving a company so you are properly financially recompensed if there are changes beyond your control and give yourself time to find an alternative position.

Often, particularly with senior staff, companies choose not to follow proper procedures. Instead, they offer extra compensation to avoid claims of unfair dismissal and/or breach of contract. The calculation can be quite involved, taking into account all benefits, including shares.

Issues like this faced by senior executives cannot always be handled by the high street solicitor and often the big commercial law practices are unable or unwilling to advise the individual for a variety of reasons

Averta Employment Lawyers were formed primarily to focus on employment law issues affecting directors, consultants, professional and senior staff. Our advice is practical, down to earth and cost effective, based on experience and a strong technical knowledge of the law. Both partners were long serving partners at DLA in Birmingham. Clients receive a quality of service and speed of response which matches or exceeds the largest law firms, and market analysts have said, in the 2006 edition of Chambers Legal Directory that we have "cornered the market" in executive severance matters.

We are local, based on the Birmingham Business Park in Solihull, so if you need help call us on 0870 421 1952 or go to [www.averta.com](http://www.averta.com).