

Our expertise



Employment law is seen by many employers as a red tape barrier to running a successful business but this shouldn't be the case! It can provide your business with all the tools to manage employees effectively and provide individuals with the protection they need.

We provide a comprehensive range of advice, covering:



SAS Protect & HR Solutions
(fixed price employment law and HR for businesses and schools)



Personal tribunal advocacy



Contracts of employment, restrictive covenants and employment status



Managing dismissals and redundancies



Managing grievance processes and sickness absence



ACAS pre-claim conciliation



TUPE support



Settlement agreements

Recent cases

Defending a client at tribunal who was facing claims of unfair dismissal. Our client obtained medical reports stating the employee was fit for work but the employee refused to return to work arguing that he was disabled. We were successful in proving that our client had taken all the reasonable steps to facilitate the employee and therefore did not dismiss unfairly.

We supported a complex disciplinary procedure involving a disruptive employee constantly claiming racial discrimination. The employee felt 'untouchable', the management team were scared that any challenge regarding conduct would be taken as racist and they were losing credibility with other employees. In response to disciplinary action the employee raised another racial discrimination grievance claim. A hearing was held and the employee received a written warning. The grievance claim was not upheld, no claim was made and the employee resigned shortly afterwards.

CLIENT TESTIMONIAL | Allen L Whittaker, Beechwood Cancer Care Centre

Having recently instructed the Employment Law & HR team at SAS Daniels, I was impressed with a first class service which was tailored to our needs with support all the way.

We were the first to offer a fixed priced employment and HR service: SAS Protect & HR Solutions



How we can help

Our team's philosophy is simple – to provide our clients with down to earth solicitors who provide a specialist service with transparent pricing options.

You will get a dedicated point of contact and direct number for your contact to ensure you always deal with the same person. We take the view that prevention is more cost-effective than cure, therefore, clients are kept ahead of the constant changes in legislation and our team will go the extra mile to not only fix but to prevent your employment and HR issues.

We were one of the first solicitors in the country to offer a fixed priced insurance backed employment law and HR protection and advice scheme for employers, SAS Protect & HR Solutions. The businesses subscribed to this have the benefit of complete peace of mind about both the costs and risks of employment law. The HR Solutions part of the package provides your business with a dedicated HR function, either standalone or as support for your existing HR team.

Our team offers their support both on and off-site and will visit you when needed.

