

YES, YOU CAN HAVE YOUR CAKE AND EAT IT.

If you think you can't get expert legal advice without it costing a fortune, think again.

Review your contracts of employment and staff handbooks... for free

In the last few years...

There have been **two** key changes that may affect employment contracts and handbooks.

April 2020 saw changes requiring employers to issue written statements including prescribed information to each new worker on or before their first day.

The necessary detail required changed e.g. training information must now be included as must all forms of paid leave – including family friendly leave.

Hybrid and remote working

Another change is the shift in traditional working practices. Gone is the 9-5 office based role, for many replaced with flexible ways of working including hybrid working – potentially here to stay for the medium to long term. Do your contracts and policies adequately cover this?

Further likely changes

Restrictive covenants: potentially, changes will be made to the future enforceability of restrictive covenants. Check that your contracts provide sufficient protections to your organisation's information as you may find confidential information and (where applicable) IP clauses need updating.



Contracts: are yours up to date?

Unless your contracts have been revised to take account of the changes, they will not be legally compliant. This may not be an issue for those the organisation employed before April 2020, but it will be an issue for any new hires you have taken on, or you are planning to take on.

In conclusion, can you be 100% certain your contracts and handbook reflect your current way of working?

What is the cost?

There is none – we don't charge for the review (charges would only apply if you ask us to help update the applicable documents).

**Contact the Employment Team
(EmploymentLaw@wilsonbrowne.co.uk),
or call 01604 876697 for further information
to arrange your free review.**



Jennie Jahina is a Partner and Head of the Employment team. A member of the Employment Lawyers Association, Jennie has 23 years' experience as an employment lawyer and is an accredited CEDR Mediator. Specialising in all aspects of employment law, she routinely acts for both private sector organisations ranging from SMEs to multi-national companies and public sector organisations.