



### Senior Associate

[emma.saunders@cripps.co.uk](mailto:emma.saunders@cripps.co.uk)

[+44 \(0\)1892 506 072](tel:+44201892506072)

**I am a senior associate in the employment team. My clients really appreciate my practical and realistic approach.**

I advise both businesses and professional employees on a broad range of employment issues.

My expertise extends to preparing employment documentation for start-up businesses and advising on the practicalities of employing staff for the first time.

I also have experience of HR advisory issues such as management of long-term sickness absence, redundancy processes and disciplinary and grievance procedures.

I additionally advise on the enforceability of post termination restrictive covenants and the drafting and negotiating of senior executive settlement agreements.

### Areas of expertise:

- HR Advisory
- Disciplinary and grievances
- Employment contracts
- Employment handbooks
- Settlement agreements
- Redundancy/reorganisations
- Exit of senior employees
- TUPE transfers
- Management of employees on long term sick leave
- Assistance with poor performance



## Qualifications and memberships

- Admitted as a solicitor in October 2015
- Member of the Employment Lawyers' Association

If I'm unavailable, please contact:

## Laura Goodhew

Legal Secretary

+44 (0)1892 506 329

[laura.goodhew@cripps.co.uk](mailto:laura.goodhew@cripps.co.uk)

## Lesley Monteith

Legal Secretary

+44 (0)1892 765 452

[lesley.monteith@cripps.co.uk](mailto:lesley.monteith@cripps.co.uk)