

Employment Law Retainer

www.kuits.com
0161 832 3434

kuits

| solicitors

What is included?

We will provide **telephone or face to face** advice at our offices or via Zoom or Teams on a full range of employment law, HR and employee relations issues including:

- ▶ Recruitment
- ▶ Performance management
- ▶ Employee relations issues/grievances
- ▶ Misconduct and disciplinary issues from warnings to dismissal
- ▶ Negotiated exits and settlement agreements
- ▶ Employee data and monitoring
- ▶ Sickness absence - intermittent/long-term/mental health
- ▶ Working time/Annual leave
- ▶ Flexible working
- ▶ Maternity, paternity, adoption, and rights to time off
- ▶ Whistleblowing
- ▶ Pay and benefits
- ▶ Dealing with Equality and Diversity issues

When you need documents or correspondence to be written we do not fob you off with templates. We work with you and draft bespoke documents which are relevant to your strategic aims.

We are under a professional obligation to act in the best interests of our clients. We answer to an independent regulator (the Solicitor' Regulatory Authority) if we fail in our professional obligations to you. We have professional indemnity insurance in place in case anything goes wrong.

Information you disclose to your solicitor for the purposes of gaining legal advice is confidential and protected from disclosure in court or tribunal proceedings. Legal professional privilege is confined to legal advisers such as solicitors and counsel which means that you can find yourself defending a claim from an employee but a tribunal could order you to provide all of the HR advice that you received if your advice has not been given by solicitors or counsel.

Specific and focused advice

You will receive invitations to our quarterly **HR Breakfast Club Seminars** which highlight and provide commentary on new case law, legislation and practical guidance on topical issues affecting employment law and human resources.

What don't we do?

- We don't just give you safe advice that stops you from running your organisation. We find out what you are trying to achieve and we provide practical, informed advice about how to achieve your objective.
- You don't get a new adviser every time you call us. We understand the value of consistency in advice and the importance of building relationships with a trusted adviser.
- We don't tie you in to a long-term contract for three or five years. Our clients continue to use us because they value the service that we provide. We agree regular reviews to make sure that you are happy with the service and that the price you are paying is fair.

Services not covered by the fixed fee

- Representation for any Court or Tribunal proceedings.
- Pursuit of litigation against current or ex-employees or defence of litigation against employees and/or the Company arising out of restrictive covenants.
- For business reorganisation, restructuring or multiple redundancies. We can offer you a fixed price package to provide complete consultation through these types of processes.

This work would be quoted for separately.

Meet the team



KEVIN MCKENNA, PARTNER AND HEAD OF EMPLOYMENT

Kevin advises on all aspects of employment law, with a particular focus on senior executive and complex terminations, constructive and unfair dismissal claims, discrimination and large scale redundancy. Kevin has worked extensively in the private sector working with business of all sizes from SMEs to PLCs. Kevin has particular expertise in acting for solicitors' firms, barristers chambers, accountants', doctors and dental practices.

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SALLY BIRD, PARTNER

Sally advises across the spectrum of employment law and in a number of sectors, notably Football, Television, Manufacturing, Legal and Financial services and Property. She has particular expertise in advising businesses on complex employment disputes involving whistleblowing, corporate issues involving directors and shareholders and on long-term incentives. Sally has a significant practice in high value senior executive terminations, and dealing with claims relating to restrictive covenants, confidentiality and Team moves. Sally also provides high level strategic advice to a wide range of business clients.

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MARK MCKEATING, PARTNER

Mark specialises in all aspects of employment law with particular focus on senior executive terminations, enforcement of restraint of trade provisions and defending employers against Employment Tribunal claims. Mark has vast experience in acting for a range of employers, from SMEs to PLCs, in Employment Tribunals and providing strategic advice and support on an array of HR and business related issues.

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CLAIRE HOLLINS, PARTNER

Claire supports employers with all aspects of employment law, offering clear, strategic, practical advice to effectively manage workplace and HR issues. She has particular expertise in TUPE, restructures and reorganisations and works closely with clients to deliver commercial solutions to complex problems. Claire has worked with a wide variety of employers of all sizes across both the private and public sectors including SMEs, PLCs, universities and schools. In addition, Claire advises on senior executive terminations including advising on LTIPs, bonuses and incentives involving shares.

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Meet the team



CLAIRE TREACY, SENIOR ASSOCIATE

Claire advises on all aspects of employment law. Claire has experience advising both employees and employers during the Employment Tribunal procedure, with a particular focus on sexual harassment claims. Claire also has experience in non-contentious matters, advising clients on the implications of TUPE, carrying out internal investigations and HR issues. Claire has experience acting for employers in the private sector, particularly those operating in the hospitality sector.

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JAMES HOWARTH, ASSOCIATE

James advises on all aspects of employment law, with a particular focus on supporting companies and employers navigate complex workplace issues. He advises on a range of contentious matters, focusing on discrimination and dismissal claims, and has an impressive track record of success at the Employment Tribunal. James also has extensive experience supporting companies with large scale redundancies, terminations and resolving employee disputes. In addition to his contentious work, he is highly skilled in non-contentious matters with specific experience and focus on employee data and monitoring matters, data protection compliance and managing subject access requests.

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LAUREN OGDEN, ASSOCIATE

Lauren advises on all aspects of employment law. Lauren has a wealth of experience advising both employees and employers in Employment Tribunal with a focus on discrimination claims. In particular, Lauren specialises in advising employees in respect of sexual harassment claims. Lauren also has experience in reviewing and drafting employment contracts and settlement agreements. She is also skilled in advising on the implications of TUPE, particularly in respect of the transfer of businesses in the care and leisure sectors.

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JAKE MCMANUS, SOLICITOR

Jake advises on all aspects of employment law and is particularly experienced in drafting employment contracts and workplace policies as well as advising both employers and employees in the Employment Tribunal, with a particular focus on claims involving disability discrimination, harassment, unfair dismissal and sexual harassment. Jake regularly advises employees on settlement agreements. Jake has experience providing strategic advice on day-to-day HR issues for businesses, particularly those operating in the Leisure sector.

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Meet the team



JAMES CAIRNS, SOLICITOR

James qualified as an Employment Solicitor in September 2025. He has experience in advising both employers and employees on a broad range of contentious and non-contentious employment law matters, including disciplinary and grievance procedures, dismissals, workplace investigations, and preparing cases for the employment tribunal.

James regularly assists clients with the drafting and review of employment contracts, staff handbooks and workplace policies, and is experienced in negotiating and advising on settlement agreements. Drawing on his previous experience in Kuits' Commercial Litigation team during his training contract, James also has experience in advising on the enforcement and defence of post-termination restrictive covenants and breach of contract claims, offering clients a commercially focused approach to contentious employment issues.

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TYLER ROSS, SOLICITOR

Tyler qualified as an Employment Solicitor in September 2025 after spending 9 months of his training contract with the employment team and has experience in both contentious and non-contentious employment law. He has acted for both employers and employees in successfully bringing or defending Employment Tribunal claims and has experience in working on cases involving all types of discrimination. Tyler also has experience in advising employees on settlement agreements and has achieved successful outcomes in negotiating settlement terms for both employees and employers.

Tyler advises corporate clients on the employment aspects of a purchase or sale of a business, which includes conducting due diligence and advising on TUPE. He also assists clients with day-to-day employment law advice, with a recent focus on data protection law.

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What others say about us

Chambers Legal Directory

Clients praise this 'full-service firm' with the advantage of being able to offer 'access to senior people straightaway'. The lawyers 'are good at getting to grips with issues, take ownership of a task and do an efficient job'. Commentators appreciate the firm's 'commercial view and big picture analysis'.

Legal 500

Clients consider the team 'quick to respond', 'diligent' and 'thorough and educated in their responses'.

TAGLaw



Kuits is a member of the TAGLaw International Law Firm Alliance. We are one of only five English firms and the only firm North of the M25 Motorway. Our membership to TAGLaw is by invitation only and, as a result, we can access high quality legal advice in over 100 countries.

Contact Us

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