

SHOOSMITHS

Employment services



FOR
WHAT
MATTERS

At Shoosmiths we are experts at helping large and complex businesses navigate the evolving legal challenges that employment and immigration law presents. With a focus on driving innovation, our employment services team can work with you to reduce your risk, improve productivity within your organisation, develop your talent, future-proof your business and enhance your market presence.

How can we help?

Advisory work: We offer comprehensive support, from managing everyday employee relations issues, such as handling disciplinarys and grievances, to bespoke project support from organisational design programmes to transactions, outsourcing and complex TUPE scenarios alongside exiting of senior executives.

Specialist advice: We have several specialist teams within employment services to provide you with expert advice on technical areas, from handling employee personal data and responding to employee subject access requests, to managing industrial relations within your business, advising you on the status of your flexible workforce, supporting you with National Minimum Wage investigations, assisting with risk assessments for sexual harassment and delivering business critical training in this area as well as advising on enforcement of restrictive covenants. We have extensive experience dealing with employment issues across a variety of industries and sectors, including financial services, mobility, technology, living, retail and energy & infrastructure amongst others.

Litigation: We manage employment tribunal claims from the very outset of a dispute through to advocacy at either the Employment Tribunal or the Employment Appeal Tribunal and regularly handle complex matters including whistleblowing and discrimination claims. Our custom-built case management system ensures that we are on top of your cases and able to report on number and type of claims, stage reached and outcome, so that we can identify common trends and demonstrate value. We offer HR Solution, a fully insurance backed litigation product to provide you with a complete fixed fee HR and employment law solution.

Immigration: We work closely with you to understand your requirements and provide advice on the best route to bringing individuals into the UK, including obtaining sponsorship and using the sponsor management system. We can also undertake immigration audits of your personnel files to identify risk areas, delivering training and working with you to address these so that you can be confident you have the correct procedures and properly trained recruitment staff in place, saving you both time and money.

Value added benefits to drive knowledge & performance

Alongside our legal advice, we can provide HR and legal teams with these critical services:

HR Consult: If you require additional resource to manage a project on the ground, we have a large database of independent HR consultants that we can introduce you to as part of our HR Consult offering.

HR Update: Our regular insights and briefings keep you updated on all employment and immigration matters. We publish regular and timely comment pieces on the Shoosmiths website and in external publications, focused on the issues relevant to the sectors in which our clients operate.

HR Inspire: We deliver both general and bespoke training sessions through our HR Inspire offering for key stakeholders and wider employee groups. These include an annual programme of free webinars focused on current hot topics, alongside bi-annual On Demand employment law updates to keep you up to speed with current and forthcoming changes in the law. In addition, we run two paid for programmes: a Back-to-Basics series designed for line managers and junior HR professionals covering day to day topics like managing sickness absence; and a Masterclass series for more experienced HR professionals on topics such as managing employee data. We also run Mock Employment Tribunals and have a suite of both eLearning and live training sessions we can deliver in-house.

About us

Our team

Comprising nearly 60 specialists, our dedicated employment and immigration team has strength and depth enabling us to provide expert advice on all matters relating to employment and immigration law. We are a truly national team, operating across 5 core locations (Edinburgh, Leeds, Manchester, Birmingham and London) and supported by 5 hub or community locations (Glasgow, Nottingham, Milton Keynes, Thames Valley and Solent) meaning we can offer breadth of reach across the country.

Industry recognition

- Employment Team of the Year at the Scottish Legal Awards September 2023
- Sammi Mackie winner of the Rising Star award at the Scottish Legal Awards September 2024
- Jo Tunnicliff nominated for Solicitor of the Year at the Birmingham Law Society Legal Awards March 2024
- Amy Anderson nominated for Rising Star of the Year (Employment) at The Legal 500 Northern Powerhouse Awards 2024 March 2024
- Second for most ranked partners in Legal 500 of any UK employment team
- Team members recognised across Legal 500 Hall of Fame, Leading Partners, Next Generation & Rising Stars

Get in touch



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What our clients say

“The employment team at Shoosmiths have taken the time and effort to get to know us. The result is that the advice we receive is tailored to not only the issue being considered but also taking account of our policies, culture and public profile. The members of the team are also very personable and provide advice and guidance that is (of course) legally sound whilst also being easy to understand for non-legal people within the organisation.”

“The team have a collaborative approach and are open to working through different options and solutions with our own team.”

“The team always has a commercial and pragmatic approach and not one just by the book so that we can get the outcome the organisation wants in a fair and legal way.”

“The team at Shoosmiths have a really good understanding of our needs and provide us with practical advice whilst keeping in line with employment law. We have a fantastic working relationship and this is essential.”

“The team are always focused on strategy and ensure the progress of the case suits the clients' needs. This often means being innovative and dynamic in their approach to litigation.”

“The team is fantastic. Able to provide practical solutions and advice to extremely complex and protracted situations. Have taken the time to get to know the business and the team. Always contactable.”