

Employment

With you in business,
with you in life.

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 **BlaserMills**



Blaser Mills is a leading regional law firm in the South East. We have offices in multiple locations, including London.

Our dynamic Employment team consists of specialist lawyers from an array of backgrounds and the team has extensive experience advising both in-house counsel and HR departments in large organisations. The team works to build lasting relationships with HR professionals, providing them with on-demand support that a thriving business requires.

Blaser Mills provides high-quality legal advice from lawyers who are experts in their fields and who have the commercial acumen to deliver practical solutions.

We pride ourselves on personal service and are committed to delivering clear and prompt advice.

As a firm, we place a great emphasis on talent management, including the recruitment and retention of first class legal minds.

We provide a full range of employment law services tailored to your needs:

- Defending employment tribunal claims
- Employee relations and HR support
- Drafting contracts and company policies
- Organisational restructuring & redundancy
- Performance management
- TUPE consultations and transfers
- Staff training
- Pensions and benefits
- Business immigration

We will always listen to you, and can tailor our approach to meet your needs:

- We will assign a dedicated team of lawyers appropriate to your legal needs.
- We understand your need for prompt advice when urgent issues arise.
- You will benefit from our open lines of communication and be kept fully up to date.
- We can provide relevant key updates to keep you well-informed of the latest legal developments.
- We will help you to manage risk, both financially and in terms of reputation.
- We are always transparent about our fees.





Meet the team



Colin Smith

Partner

cos@blasermills.co.uk

Colin is Head of the Employment team.

Colin is a highly experienced employment solicitor, acting primarily for employers. His practice covers the full breadth of employment advice from pursuing and defending claims, to advising on pensions and employee benefits. His advice is particularly sought in relation to complex matters such as restraint of trade, discrimination, whistleblowing and TUPE. Colin is an experienced employment tribunal advocate and is a member of the Employment Lawyers Association.

Colin combines formidable technical expertise across a range of legal disciplines with 'hands-on' industry experience from his former career in retail and FMCG marketing (Procter & Gamble, BHS and Wickes).

Key Experience

- Successfully defending an international architecture practice against multiple discrimination claims.
- Advising the UK subsidiary of a European fashion accessory distributor on moving its salesforce from an agency to an employment basis.
- Assisting an international travel technology group with business immigration issues arising in connection with new and existing employees relocating into and out of the UK, the Far East and North America.



Jonathan Lilley

Managing Partner

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Qualifying as a solicitor in 1990, Jonathan is responsible for initiating, managing and promoting the firm's key objectives for growth, strategy and continuing prosperity.

Jonathan is known for acting in complex and high value employment cases and is adept at identifying pragmatic solutions that, wherever possible, avoid the expense and uncertainty of Court proceedings.

Jonathan continues to advise clients and has a particular passion for employment dispute resolution.

Key Experience

- Supporting the HR department of a leading events and publishing company to manage a series of difficult employee exits.
- Guiding a major supplier to the UK construction industry through a rigorous restructuring and redundancy programme.
- Advising a London photo-agency in respect of atypical workers arrangements and whistleblowing claims.



Jasmin Dhillon

Associate Solicitor
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Jasmin is a skilled employment solicitor and has specialised in this area since she qualified, first training at a regional firm and subsequently joining a major national law firm.

Jasmin has experience in a number of sectors, acting for household names such as Betfair and May Gurney, as well as major public sector clients, which include a large number of NHS Trusts.

Jasmin holds the full range of expertise in employment law. Whilst Jasmin's commercial approach is to avoid litigation where possible, Jasmin has in-depth experience in acting for clients in Court proceedings, including in the Employment Appeal Tribunal and the High Court, and has advised and litigated on complex issues such as restrictive covenants, discrimination, whistleblowing and TUPE.

Key Experience

- Acted in a high profile case which culminated in Jasmin's client, an NHS Trust, successfully securing a large costs order against a claimant. This was widely reported in legal news as a precedent case.
- Defended a number of complex employment tribunal cases on behalf of her employer clients, including cases involving multiple discrimination claims and whistleblowing.
- Advised on risk management and drafted the full set of documentation for a golf club about to embark on a collective redundancy process.

Contact Us

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