



SMALL & MARKEN SOLICITORS

**EMPLOYMENT LAW SERVICES FOR BUSINESS
AND COMMERCE**



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SMALL & MARKEN SOLICITORS

About Small & Marken Solicitors

Small & Marken Solicitors offer a full range of legal services for all of our clients throughout Northern Ireland.

Small & Marken Solicitors have forged their reputations on their approachability to clients, their dedication and hard work in doing all they can to meet their client's needs and expectations and delivering a first class service that is second to none and which has helped to cement their reputation for efficiency, professionalism and trust.

Our business motto is simple:-

We aim to provide the best service that we can to you, the client because you deserve the best!

We offer you:

Legal services of true quality depend on expertise that fully appreciates the issues and judgement that provides guidance and the resources and commitment to deliver results.

We are constantly aware that a true perception of your needs is fundamental. From that perception can then be found the best solution, whether it be the containment of risk, enforcing rights, maximising opportunity or helping create and maintain value.

We offer you advice that is precise, relevant and workable; advice that provides solutions, not more questions. Mastery of technical issues blended with imagination, flexibility and insight to create solutions of real value.

By focusing on your objectives, applying sound legal knowledge and an awareness of commercial realities and with an approach that is driven by results and innovative thinking we provide a high quality service when you need it, where you need it.

We work to build Long-term relationships.

Our employment lawyers are "client lawyers" rather than "transaction lawyers" — our focus is on you and what is important to you. We seek to work with you over the long term, as your affairs develop and change, not just for the immediate matter.



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Employment Law For Employers

Employment law is something that affects most of us at some point during our lives. This area of the law is one of the most complex and ever changing and getting the right legal advice in this field is essential. At Small & Marken Solicitors , our employment solicitor has a wealth of experience in dealing with employment matters and cases for both employers and employees .

Many employers, especially those in small and medium businesses, frequently overlook the importance of employment law. Often they will get it wrong, leaving them open to litigation from employees and fines from regulatory bodies. Whether you are faced with an employment issue that affects an individual employee, or one that has a wider impact on the whole workforce, you probably know what outcome you're looking for. But perhaps you don't know how to go about it correctly and legally. **Small & Marken Solicitors can provide comprehensive advice and map out a pathway to achieve that outcome.**

BESPOKE EMPLOYMENT LAW SERVICE FOR EMPLOYERS

Small & Marken Solicitors also offers a unique Employment service for employers. This bespoke service takes all aspects relating to employment law into account including drafting employee contracts, company handbooks and giving ongoing advice, as well as with dealing with tribunal claims. We can also provide insurance for legal fees and tribunal awards.

This service is offered on a fixed fee basis with an annual fee so that you know your costs up front.

NEXT STEPS

If you wish to set up a no-obligation free informal discussion to explore whether our employment law services are right for your organisation, contact Paul Mallon by email to Paul@SmallMarken.com or by telephone on 028 94668000.



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SOLICITOR PROFILES

Paul Mallon LLB



Areas of Expertise:

- **Employment Law (contentious and non contentious)**
- **Business Law**
- **Redundancies and Company Reorganisations**
- **Disciplinary/Grievance procedures**
- **Terms and Conditions of Employment**
- **Executive Appointments & Severance**
- **Tribunal Proceedings**

Paul Mallon graduated with an LLB (Hons) in Law and attended City University and the Inns of Court School of Law, London where he qualified firstly as a barrister at law specialising in Employment Law .

He then went on to qualify also as a solicitor in Northern Ireland and is also qualified to practice in England and in Wales..

Prior to joining Small & Marken Solicitors as a Consultant Solicitor, Paul worked as an ‘In-House’ Solicitor at a leading firm of Chartered Certified Accountants.

Paul has over 20 years experience in all aspects of the above topics and is highly regarded for his advice and negotiating skills in dealing with both employers and employees alike.

Paul also regularly advises in relation to the legal implications involved in employment law aspects of sales and acquisitions including TUPE in the context of business transfers and outsourcing of work and can offer advice on all aspects of law relating to businesses.

Paul currently also lectures in Employment and Business Law to Accountants and Human Resource Practitioners.