

## Hotel and Leisure Lawyers

### TOP FIVE TIPS – Employment

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**TIP 1** HR should work in tandem with the Development Director on any proposed rebuild or refurbishment projects. The earlier, the better so you can assess your employment-related costs during any proposed closure.

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**TIP 2** Plan ahead if you are making redundancies – avoid unfair dismissal claims. Ensure you have built in enough time to carry out redundancy consultation, especially if it is a large-scale collective redundancy programme.

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**TIP 3** Check your existing contracts of employment to see what you can and cannot do. If you have the contractual right to “lay off” or put employees on “short-time” working, this can reap dividends.

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**TIP 4** If you need to hold on to your employees, think of creative ways to minimise your financial exposure during a temporary closure. **We can help you with exploring options.**

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**TIP 5** **Not sure what to do? Ring your employment lawyers!**

The Employment Top Five Tips are an extract from Julian Yew's talk *What to do with employees* given on 11 September 2008 at Wedlake Bell's seminar on hotel development. For more information on the subject or on the seminar, please contact Julian | 020 7406 1684 | [jyew@wedlakebell.com](mailto:jyew@wedlakebell.com).