

Protecting the Business of a Resource Supplier

Background

Our client is a successful and growing company operating in a niche market.

Problem

- Three senior staff were suspected of soliciting existing customers in order to set up in competition
- Employment contracts were not tight enough
- The business owner was inexperienced in using procedures required to resolve the problem

Outcome

- After a full disciplinary investigation the three staff left the company with minimal risk of unfair dismissal claims
- A new employment contract was developed and implemented to give full protection to the business owner
- The assessment process for recruiting staff was strengthened