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Are you prepared for Employment Law changes in 2013?

Employment law is arguably one of the most complex and sensitive areas of within law. With legislation changes happening on what seems like a daily basis, the rules to which employers must adhere to avoid tribunal claims whilst maintaining a productive workforce can be tricky and time consuming. Here Employment Partner, Howard Robson, looks at some of the changes that we can expect in Employment Law throughout 2013.

“Employment legislation has been one of the key areas that the coalition government has focussed on with the stated intention of simplifying and reducing the amount of red tape that comes with handling employees,” begins Howard. “The ultimate aim is that employers will feel more confident and comfortable with the recruitment process and therefore will look to employ more people within their business, in turn boosting the economy.”

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Mounting Debt helps fuel Solent SME business sales market

Some owner managers who have kept their business afloat by lending their own money to the business have decided enough is enough and are looking to exit, states Steven Grant of Hampshire based law firm, Warner Goodman Commercial.

Coinciding with a general acceptance that the economy is unlikely to return to its former levels any time soon, debt burden has caused many SME business owners to rethink their strategy and for some, selling appears to be the most attractive option.

The Solent SME business sales market has been fairly active over the past few years and one very visible trend is for businesses to change hands in return for repayment or transfer of debt. This may be trade debt but more often than not there is a significant element of debt owing to the owners. This type of sale seems to be particularly prevalent within the leisure and professional services markets.

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Commercial to Residential Conversion Considerations Explained

With new permitted development rights recently being announced regarding converting commercial property into residential housing, Denise Oatham, Commercial Property Partner looks here at the reasons behind the changes, the positive effect this could have on the Hampshire housing market, and what to look out for if you, or your clients wish to buy office space to convert into residential housing.

“There has been much speculation about the new rules and the impact that they will have on the property market,” begins Denise.

Click [here](#) to read more.



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Employment Team Events go from strength to strength!

2013 is looking to be another successful year for the Employment Team in terms of their Seminars and Masterclass diary. Employment Partner, Sarah Whitemore, tells us what delegates can look forward to this year, and why attendee numbers grow year on year.

“Our 2013 Events Calendar is our busiest one to date, with August and December the only months we’re not holding an event,” begins Sarah.

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The Late Payment of Commercial Debts Regulations 2013...what do they mean to you?

The *Late Payment of Commercial Debts Regulations 2013* came into force on 16 March 2013, bringing with them the need for businesses to review their current supply contracts. Here Helen Porter, head of Warner Goodman Commercial’s Dispute Resolution Team, looks at what this means for you and your clients and advises the best course of action for the future.

“The Regulations amend previous legislation and apply to commercial contracts entered into after 16 March 2013 for the supply of goods and services,” begins Helen.

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Mansion Tax Mayhem!



Denise Oatham

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Hampshire residents can breathe a sigh of relief as proposed Mansion Tax plans have been squashed. Last month saw the Liberal Democrats and Conservatives vote against the initiative...but how long until the issue is raised yet again? Here Commercial Property Partner, Denise Oatham, looks at the motives behind Mansion Tax, the impact this could have on the Hampshire community in the future, and when the issue could rear its head again.

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- High Court awards substantial damages in a database infringement case.
- Damages also awarded to an individual in a case of internet defamation
- **The UK Intellectual Property Office has announced changes to its mediation service**
- HMRC's Patent Box Scheme is launched

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