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Stork inbound - who will be looking after the new arrival?

The Festive Season this year starts for some when on 1 December much anticipated legislation comes into force that will give effect to the new 'shared parental leave' regime. The new law will apply to employees whose babies are due (or who will adopt a child) on or after 5 April 2015. Lisa Joyce, Employment Lawyer, reviews the new regulations here and the changes employers need to make to their policies.

Firstly, employers need to familiarise themselves with new leave notification arrangements and amend their HR processes, including family leave policies.

Click [here](#) to read more...



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International Commercial Contract Challenges Made Clear

Doing business overseas (unless on the Isle of Wight) will always involve issues of international law – even in Northern Ireland. It doesn't need to be overseas either, consider Scotland which has Scottish law, not English. Doing business always involves contracts, even if they are unwritten and so here Geoffrey Sturgess, Consultant Solicitor, highlights the potential pitfalls you must be aware of when doing business overseas.

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Commercial property developers start to see impact of The Community Infrastructure Levy Regulations 2010

In April 2010 The Community Infrastructure Levy Regulations 2010 came into force under the Planning Act 2008. They are hoped to revitalise the planning process and regenerate communities - partly by using monies to be obtained from property developers. Georgina Savage here reviews the regulations and what this means for commercial property developers now that more Authorities are beginning to implement the levy.

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Tribunal decision shakes up personal use of office email

Employees who use their company account for personal email exchanges have received a wake-up call after an employment tribunal ruling that the privacy of such messages is not protected. Sarah Whitmore, Employment Partner, reviews the recent case, *Atkinson v Community Gateway Association*, in which Mr Atkinson failed in an attempt to have the content of personal messages he sent from his work email account excluded from a disciplinary investigation.

Towards the end of 2010, the Community Gateway Association discovered a £1.8 million overspend. Mr Atkinson was informed by his employer that his position was untenable and was offered an exit package which Mr Atkinson refused.

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Protecting Trade Secrets Abroad



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When a company decides to expand internationally, not only must it take with it resources such as materials, capital and personnel, but also the trade secrets which it hopes will give it a competitive advantage in its new market. Protecting those trade secrets from disclosure to and use by competitors is an important challenge made more complicated by the lack of uniform laws in the international realm. Jonathan Strassberg, US Attorney at Law in the International Commercial team, explains that for SMEs trading abroad it can be particularly challenging, as they are less likely to have the resources to prevent, pursue and stop former employees from trading on those secrets.

Unlike patents and trademarks, trade secrets encompass a more vague class of intellectual property which cannot be registered, including a company's particular know-how, client lists, marketing strategies and even market data compiled in a unique format.

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Commercial Property Team reaches the finals of LawNet awards

Warner Goodman's Portsmouth based Commercial Property Team have recently been announced as a finalist for the award of Team of the Year in the upcoming LawNet awards.

The team, which predominantly works with high net worth investors, entrepreneurs, clients acquiring premises for their business, and land security work for institutional and private lenders, was once run by just one partner and two support staff. As a consequence of an overwhelming increase in demand during the last 12 months, the team has more than doubled and now comprises of Claire Battye, Jane Futrille, Alexandra Savage, Carolyn Connelly, Emma Lee, Joanna Thompson and Georgina Savage.



Commercial Property Team

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International Seminar Success

Warner Goodman Commercial recently presented a seminar under the banner "Doing Business Abroad" at the Chilworth Manor Hotel. With over 40 guests in attendance from a variety of business sectors, the evening was a great success. The audience, mainly comprised of SME business people, came to learn how to trade, expand and operate overseas and how to avoid pitfalls.

Click [here](#) to read more...

Doing Business Abroad Seminar
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In brief...

- New Guidance on the Risk of "Bring Your Own Device" to Work
- The Fall Out Continues following the Google "right to erasure" Decision
- Consumer Rights Bill Expected to be in force from October 2015
- High Court Orders the Disclosure of Customers to Identify Infringement of Patent
- New Gambling Tax Guidance Issued by HMRC

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