

## **Choosing the Right Employment Law Solicitor For You\***

Choosing the right solicitor for you is the most important thing in getting the right person to represent you. Now some will think that you go to Google and you are going to get the answer there. We have great respect for Google. There is very useful information you will find on Google. It will certainly help you narrow down firms of Solicitors who can provide the service that you are looking for.

Now if you are reading this you probably do not have a Solicitor. So, what do you need to do. Well, the first thing is you may know or a friend of yours may know or a family member may know a Solicitor whom they have dealt with and whom they can trust. Trust is very important. A good starting point is to go to talk to them.

So, what should you do to pick the Right Employment Lawyer for you.

Now naturally no Law Firm or Employment Law Solicitors are going to tell you that they do a bad job and likewise no Firm will ever tell you they actually are a bit expensive for what they provide. So how can you choose the Firm and Solicitor who will provide what you need?

When it comes to Employment Law we believe that these are the things that you need to find out.

Is the Firm a Specialist Employment Law Firm with expertise in the area of employment law?

Now you will find quite a lot of that out by looking at their website and seeing what they publish and what they say and in particular the Guides and publications which they have. This will give you an idea as to whether they are just claiming to be Specialist Employment Law Solicitors with expertise in employment law or actually can show you with the publications that they have that expertise as Specialist Employment Law with the experience you will need.

The next issue is going to be costs. Matters do cost. It's important then to check out what the position is as regards fees. Now you have very specific rights here. A Solicitor, except in the most urgent of cases, cannot start working for you or start charging you fees for doing work until they have sent you what is called a Section 150 Notice. That sets out the fees that they will charge, and how they will

be charged. In some cases, it would be on an hour-by-hour basis. In others it will be a fixed fee. You should talk to a Solicitor and ask them what their fees are, how those fees are arrived at and what they estimate the fees that you will have to pay for the service is. There is no problem in doing that. You are entitled to that. If you come to us, we will always do that. In reality the vast majority of Solicitors will always do this for you.

You can ask for recommendations. You may know somebody who has had an employment law issue. They may be able to recommend you to an Employment Law Solicitor. Equally if you know a Solicitor who has given you advice for example on buying a house, they may very well not do employment law but can recommend you to a Specialist Employment Law Firm. In fact, we receive a lot of referrals from other offices. It is important to ask around. You have an important employment law claim. It is important that you get a Solicitor that knows what they are doing and will provide you with a professional service.

We believe that it is vital that you get a Solicitor whom you can trust to take your case and to advise you on your case openly and clearly. We are a very straight-talking office. If we believe that you have a case, we will tell you. If we believe you do not have a case, we will equally tell you. But we equally believe it is important for us that our clients know that they can trust us and that they have the confidence to trust us.

So, to sum it up the first thing to do we believe it to check out available Solicitors who can do this work. With the availability of Zoom and Microsoft Teams it is now possible for that Solicitor to be based anywhere in the country because it is not always necessary for you to call to see them. You should check out their website. You should check out to see do they have the experience and the expertise in the area that you are looking for. You should seek recommendations. You should ask what the fees are going to be and you are entitled to have this information.

We are just one of a number of firms that have Specialist Employment Law expertise. We do not claim to be the “Best Solicitors in Ireland” or the “Best Employment Law Solicitors”. Yes, we are an award-winning firm. Yes, we have a very high success rate because we make sure that we take cases that we are happy we can win, on the basis of the

instructions, we have from you. Yes, we are a well recognised and respected top ranked Employment Law Specialist Firm. Yes, we would like you to come and talk to us. Yes, we would like you to be our client. But for us the most important thing is that you are comfortable coming to us, that you have confidence in our expertise and that you are happy to work with us representing you in your case.

While we say that we do not claim to be the “Best Specialist Employment Law Firm in Ireland” we always seek to be the “Best Employment Law Firm in Ireland” and by doing so we constantly increase our knowledge and expertise as we are always striving to be the very best, we can so that we can represent our clients to the very best of our ability.

If you would like to talk to us you can contact us by phone at 01-9695781 or you can email us at [info@grogansolicitors.ie](mailto:info@grogansolicitors.ie) and we can then arrange a consultation with you at that stage we can have the opportunity of working out whether you have a good case or not and you have the opportunity of working out whether you want to work with us or not.

We think that's fair. What we will say is that we will not take on the case until we have agreed all matters with you as to what claims you have, where they will be taken and the costs. We think that is being fair, upfront and honest with you.

**\*Before acting or refraining from acting on anything in this guide, legal advice should be sought from a Solicitor.**

**\*In contentious cases a Solicitor may not charge fees or expenses as a proportion or percentage of any award or settlement.**

**We are here to help you.**

**To contact us please phone 01-9695781 or email us at [info@grogansolicitors.ie](mailto:info@grogansolicitors.ie). To see further information visit our website [www.grogansolicitors.ie](http://www.grogansolicitors.ie).**