



Emma Capper, Associate
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Emma is an Associate in the Employment team and advises clients on all aspects of employment law, both contentious and non-contentious across a variety of business sectors.

She has particular expertise in relation to international issues. She regularly advises on the assignment of employees abroad and the global movement of employees. In addition, she assists clients with cross border projects such as implementing new terms and conditions of employment, or establishing the legality of new policies across multiple jurisdictions. Emma regularly co-ordinates multi-jurisdictional advisers to assist clients in implementing an overall strategy on employment issues in a number of jurisdictions.

In addition, Emma provides support to the Corporate team on the employment aspects of transactions, ranging from share sales to business transfers. She regularly advises on TUPE transfers, both in this context and in the context of outsourcing projects. Emma also frequently advises clients on large scale restructuring and redundancy programmes.

Emma provides advice to clients on day to day operational issues such as disciplinary and grievance matters, sickness absence, termination of employment contracts and negotiation of settlements.

Emma also regularly provides client training on a wide range of issues including employment law updates, sickness absence management and mock employment tribunals.

Examples of Emma's legal experience:

- Advising a software security company on changes to its employee compensation plan across three jurisdictions and assisting the client in creating a strategy that could be applied uniformly across the jurisdictions.

- Advising a French company on the closure of one of its UK subsidiaries, including the timetable and implementation of the redundancy programme and other matters related to the closure.
- Advising an education and career services company on the implementation of new service agreements for its senior management team across five jurisdictions and co-ordinating advice from the jurisdictions on the implementation of the new service agreements.
- Advising a global IT company on implementing changes to its expenses policy across six jurisdictions.
- Advising a financial organisation on re-hiring employees whom it had previously made redundant across fifteen jurisdictions.
- Advising a worldwide manufacturer of fashion accessories on the outsourcing of its quality control function to the Far East.
- Advising a French company on an investigation into fraudulent activities of one of its employees in a UK subsidiary.
- Advising an international company on the termination of employees on assignments in non UK jurisdictions.

Additional information

Emma is a member of the Law Society and the Employment Lawyers Association. She facilitates at the Employment Lawyers Association annual conference. She regularly writes articles and presents seminars on all aspects of employment law.

Internally, Emma chairs the fee earner lunches, conducts internal appraisals and devises the annual programme for work placement students.

Emma is a trustee of the Malvernian Society Limited, a charitable organisation promoting education at Malvern College, Worcestershire and providing financial assistance to its current and former pupils.

Career Experience

2009 Hill Hofstetter LLP, Associate

2006 Reed Smith, Associate

2000 Eversheds, Trainee Solicitor and Assistant Solicitor

Legal Education

2000 LPC, University of the West of England, Bristol

Undergraduate Education

1999 LLB, University of Exeter