

A day in the life of a DLP Legal Advisor

We interviewed a DLP employee about her role in one of the DLP client teams.

Why did you want to work for DLP?

After graduating in law, I spent some time working in the industry using my legal skills. However, I didn't particularly enjoy the role or find it very challenging. When I saw the DLP role, it was obviously very different to other legal jobs. Not being office-based all day every day was a big attraction for me. The ability to meet and work closely with clients from an early stage in training was also a great attraction. Even the interview at DLP was different! The whole approach to law by all staff at DLP is completely different to anything I had ever known or experienced before.

What is your role?

As a Legal Advisor, I spend roughly 60% of my time out of the office and on client premises. My client meetings can be wide ranging from meeting employees, consultation meetings, managing and carrying out investigations, chairing hearings (terminations, disciplinaries, grievances or investigations) and welfare or capability meetings.

I do have to spend some time away from home on business. Advisors in different departments look after different national client groups; my client groups

include Wales, London and Cambridge so there can be a lot of travel. The first few meetings without supervision were a little nerve-racking, but every single encounter is different and the ability to make a difference to a company or charity and the way it's run is a massive driver. I do get excited about my meetings and love being able to help clients with their issues as well as supporting employees and helping them both reach their objectives. I love the variety, travel and also the freedom to put my mark on our client work with each strategy we face.

DLP have a mantra that there is no such word as 'no'. We always find a way! Finding the solution which is safe, commercial and meets our client's objectives is always a great challenge. All legal

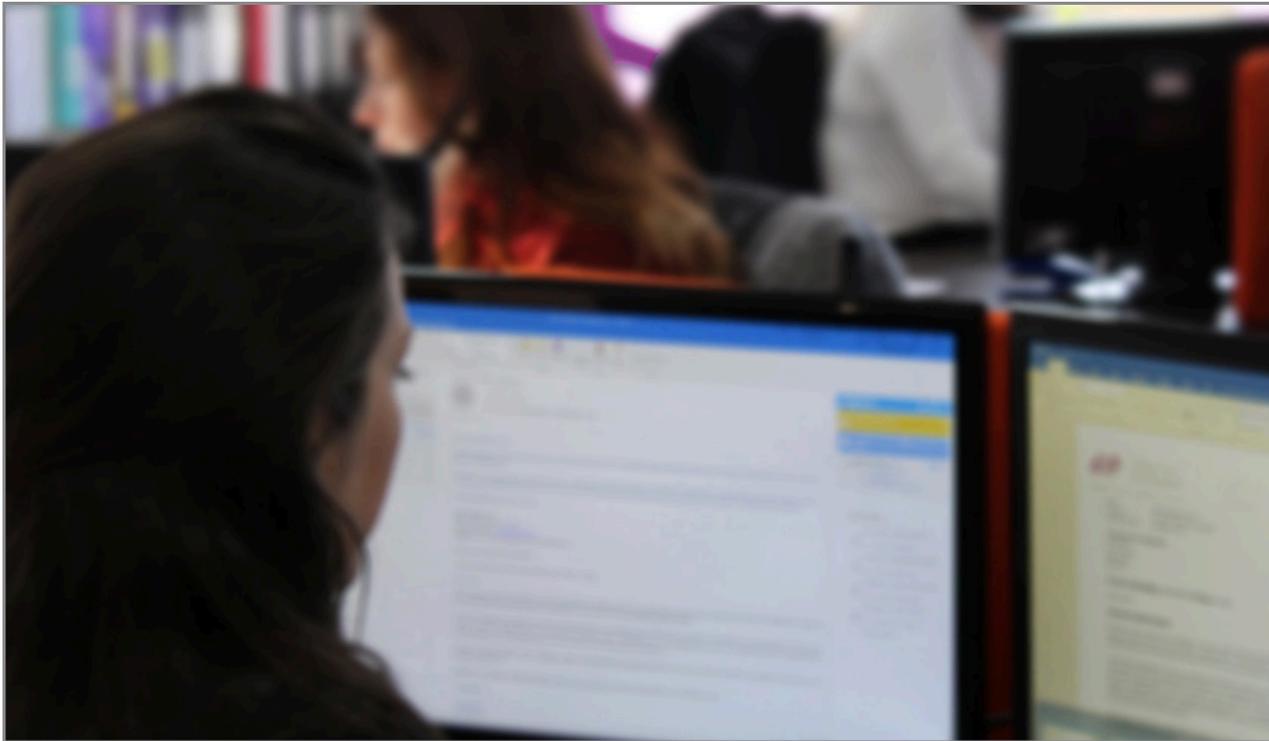
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advisors are always supported in our strategies. Job satisfaction is huge.

In what sort of cases are you involved?

It can be anything, I really have no idea what each day will bring. Yesterday I was chairing a hearing for an employee who had been a senior employee for six years, and ten staff had got together to lodge group complaint about their treatment which was causing them work-related stress. This happens more often than you'd think. I collected more than 50 examples of behaviours

from the last three months, but there were many more examples which couldn't be used as they were older. For this case I have been placed in charge of client instructions, updating the board, legal drafting, investigations and strategy. I also have to ensure my client team are updated and able to support me with phone calls or drafting if I am out the office, so there is always continuity. I must also be careful our appeal managers are kept objective and separate to my work and ensure the insurance advisors in the tribunal team are happy to support my proposed strategy.

What do you enjoy most about the role?

Without a doubt the variety. It's amazing. In the last few months I have dealt with a fake pregnancy (evidence purchased from the internet), thefts, fights, embezzlement, religious discrimination, safeguarding issues in schools and I've also reported a number of issues to the police. I have instructed private investigators, walked employees off premises, suspended staff and assisted a CEO who has been stalked (100 separate incidents) by a former employee. I don't think it gets much better than this!



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