



people
solutions

Our Recruitment Services

We know your time is precious and we understand the complexities and unique pressures of running a business in the recruitment and staffing sector. JMW's expertise in recruitment and contingent workforce law is long-standing, recognised nationally and we pride ourselves on our personable and effective



What we do

Employment

Advising on all aspects of UK employment law, providing practical, commercially focussed support across the full employee lifecycle. Our expertise includes drafting and enforcing restrictive covenants, negotiating and advising on settlement agreements, navigating the complexities of holiday pay calculations and entitlements as well as supporting clients through employee disputes, disciplinary processes and performance management issues, helping to manage risk which achieving fair and pragmatic outcomes for the business.

Recruitment and Contingent Workforce

- Advising on the Conduct of Employment Agencies and Employment Businesses Regulations 2003 ("Conduct Regulations") and related issues (such as compliance obligations and transfer fee disputes);
- Advising on the Agency Workers Regulations 2010 ("AWR"), including implementing processes and policies, addressing complaints and representation in tribunal claims;
- Advising on employment law status issues and reviewing terms alongside tax advisors, linked to IR35 or other tax legislation;
- Advising on potential employment liabilities arising out of the umbrella company tax legislation introduced in April 2026 as well as compliance with the National Minimum Wage and Holiday Pay rules;
- Conducting recruitment business audits;
- Drafting and reviewing terms of engagement (including contracts for services (for both PAYE and outside IR35 limited company contractors) and contracts of employment);
- Advice on handling worker/self-employed contractor issues;
- Advising on current and future employment law reforms such as those arising under the Employment Rights Act 2025 and their potential implications for your business.

Online Platforms

Advising on the regulatory regimes applicable to the operating models of various online matching platforms and drafting the appropriate contractual documentation.

Immigration

Advising on all aspects of sponsoring workers to work in the UK, from initial sponsor license applications and Certificates of Sponsorship through to ongoing compliance, sponsor duties and Home Office Audits. We also advise on the new right to work checks introduced under The Border Security, Asylum and Immigration Act 2025, which from October 2026 will extend liability for illegal working beyond traditional employment relationships and along the entire supply chain to cover agency workers, casual and temporary staff, individual sub-contractors, gig economy workers and those engaged through online matching platforms.

Other services we can offer include

- Commercial
- Corporate
- Litigation
- Private wealth
- Regulatory
- Real estate commercial

Added value

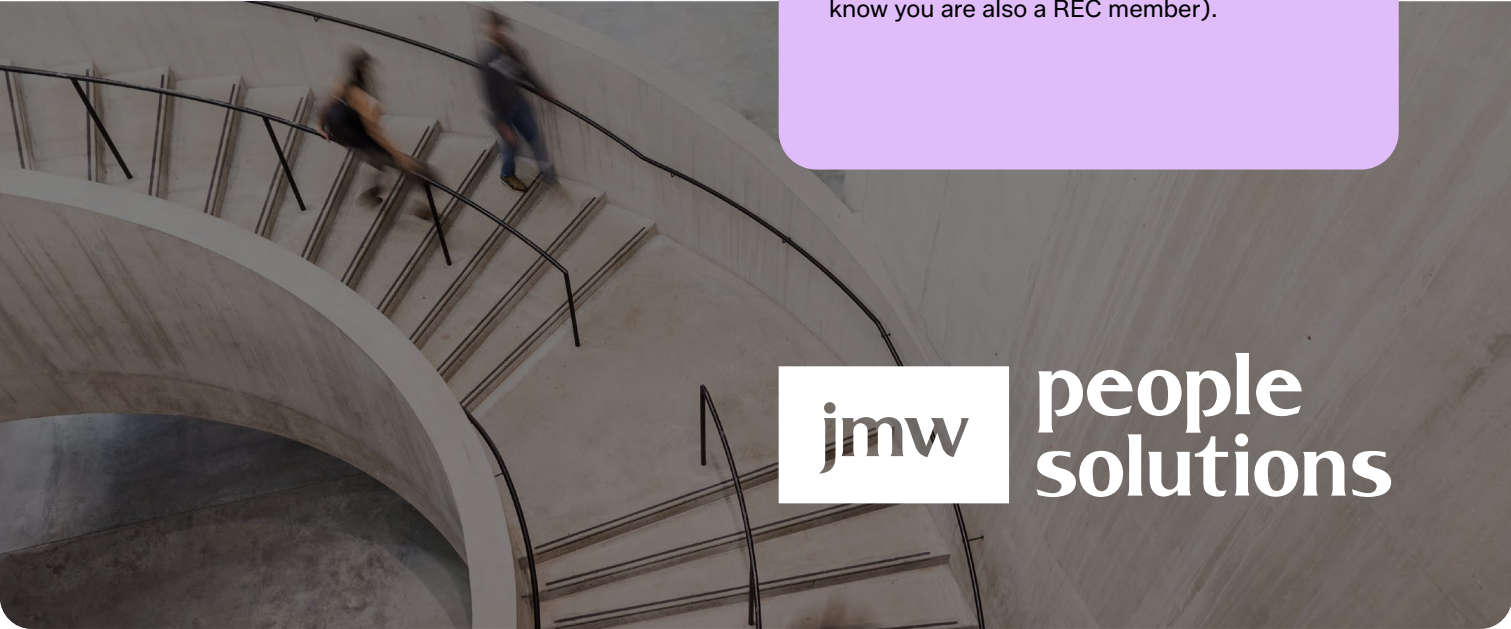
We also host numerous webinars and seminars and provide legal update newsletters to keep those in the recruitment industry and our clients and contacts updated and informed.

Get in touch

If you require other legal support, we're here to help you.

If you're a REC member and looking for legal support and advice please email us at **RECmemberenquiry@jmw.co.uk**

Please note there is a 10% discount for REC members. Alternatively, please fill in JMW's online enquiry form (ensuring you let us know you are also a REC member).

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