

## Planning and Environmental Law

### David Stephens – Head of Planning and Environmental Law

David is a nationally acclaimed expert in planning law and has over 30 years experience in planning and environmental matters in both the public and private sectors.



Planning permission is not required to use land for agricultural purposes, nevertheless farmers encounter planning issues in relation to many situations. Our planning team is able to offer advice in accordance with the relevant legislation to include advice relating to:

- Agricultural Occupancy Conditions
- Public rights of way
- Compliance with laws relating to environmental protection
- Commons and village green inquiries
- Compulsory purchase inquiries

## Employment Law

### Maeve Vickery – Head of Employment Law



Maeve has extensive experience in dealing with employment issues in both the private and public sectors including advocacy in the Employment Tribunal.

Agricultural employment is a particularly complex area due to the nature of the work and the production cycle. Agricultural employees work long hours particularly over the harvesting season. Employers should bear in mind employment related regulations emanating from Europe in relation to the total hours worked during these periods.

The employment law team can also advise on the following:

- Self employed v employed
- Terminating employment
- Representation at Employment Tribunals and higher courts
- Employment contracts

## Tax, Wills and Probate

### Sue Adams – Director, Private Client Team

Sue specialises in tax planning, wills, trusts and estate administration. She has a particular interest in agricultural issues due to the complex nature of the structure of farming businesses and families.



Sue and the private client team work closely with the agricultural property team on tax planning advice, both pre and post death, in order to ensure maximum reliefs are obtained and to ensure the safe transition of farms to the next generation.

The private client team are also able to help farmers avoid tax pitfalls, including the use of Business Property Relief on non-agricultural values where Agricultural Property Relief does not apply, the position with

The private client team also regularly advise on the following:

- The use of trusts, their creation and administration
- Drafting bespoke Wills
- Inheritance tax and capital gains tax
- Tax planning for succession

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# Agricultural Services



