



FSB LAW CONSULT

Legal Practitioners | Notaries Public

WELCOME
TO THE FSB FAMILY



Labour/ Employment Law

The Labour/Employment Division of our law firm represents both employers and workers in all aspects of employment, labour, employee benefits, redundancy, dismissal/termination and injury at work cases. This means that whether it is an employer or a worker who needs our services, we are able to help. We listen to our clients and we speak the language of our clients. Knowing that we represent clients from different educational and intellectual backgrounds, we communicate in plain, simple English (and local languages).

When acting on retainer for companies, our lawyers liaise with the clients' management to come out with better strategies to deal with employment issues such as unionization of workers, negotiation and preparation of Collective Bargaining Agreements, employee benefits, complaint-handling procedures, etc.

Our firm's range of employment litigation practice includes the following:

Litigating employment-related disputes in court
Handling wrongful dismissal cases before the National Labour Commission
Negotiating collective bargaining agreements
Arbitrating contractual disputes
Providing employee benefits advice
Our lawyers have particular experience dealing with the following:

- Employment discrimination
- Wrongful dismissal
- Breach of contract
- Sexual harassment
- Covenants not to compete
- Employee benefits (SSNIT, Tier 1 and Tier contributions, Provident Fund)
- Employee rights under the Labour Act
- Challenging and defending arbitration awards
- Vicarious liability cases
- Redundancy

Property/Real Estate Law

Buying property in Ghana is said to be one of the most intricate and complex ventures one could ever be involved in. The problem of multiple sale of property is well-known. But with good legal advice and the guiding hand of experienced lawyers, the process can be less daunting.

At FSB Law Consult, we offer comprehensive legal services to commercial and residential real estate developers, lending institutions, governmental entities, investors, entrepreneurs, and buyers and sellers of business assets.

We are known for our litigation experience when it comes to land/property in Ghana.

Our Property and Real Estate Division focuses on these core areas:

- Lease/conveyance negotiations and advice.
- Preparation of leases, Tenancy Agreements and other conveyance documents.
- Commercial Real Estate
- Title Searches at Lands Commission
- Registration of Title
- Zoning searches and District, Municipal and Metropolitan Assemblies
- Land Use Regulations (Town & Country Planning Department)
- Conduct due diligence on properties prior to purchase.
- Public/Private Partnerships.
- Construction Agreements.
- Design and Construction Contract Review.
- Litigation.



Family Law

(Wills, Probate, Divorce, Adoption)

As the saying goes, the family is the most important unit of society. For that reason, we take our family law practice very seriously. We are always mindful of the emotional and psychological aspects of the issues we handle and we endeavour to protect relationships and reduce friction to a minimum. At FSB Law Consult, we consider the best interest of our clients as well as all persons involved in any family disputes.

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With our expertise in alternative dispute resolution, we explore all avenues to settle disputes out of court to save time, costs and relationships. No matter where you have reached in your quest to find solutions to any of the matters listed below, our professional team is willing and able to help you find a

new and quick way to bring matters to an end.

At FSB Law Consult, we provide a range of legal services across the full spectrum of family law including the following:

- **Adoption** – We advise and obtain adoption orders for both resident and non-resident persons in Ghana. We liaise with the Department of Social Welfare throughout the application process. We file all the needed papers in court and appear for and on behalf of the person applying to adopt a child.
- **Estate planning** – We handle estate planning for individuals and families, including advising and preparation of wills, trusts, prenuptial agreements, financial and healthcare powers of attorney, living wills (This document is between you and your doctor, and it advises them on how you should be treated/cared for in case of an emergency or sickness), etc. We represent business owners and entrepreneurs who own SMEs in disputes and litigation related to governance, disassociation and receivership, and represent trustees and beneficiaries in trust administration matters.
- **Divorce** – We handle divorce cases for both local and foreign clients. We represent non-resident Ghanaians as well. We handle applications for maintenance pending suit, interim orders regarding accommodation, interlocutory injunctions, etc.
- **Administration of estate** – We handle all processes and applications to court for taking probate or letters of administration to administer a dead person's estate. We also enter caveats, file estate litigation cases or defend such cases on behalf of clients (executors, administrators, trustees, beneficiaries, etc). We advise executors and administrators of estates on the processes for the smooth administration and distribution estates.
- **Child maintenance/custody, etc.** – We represent 'next-friend' litigants and we apply for maintenance for children or custody to the appropriate parent.



Technology Law

(Data Protection, Privacy, E-Commerce)

Technology is the way of the future. As such, it is absolutely for individuals and businesses to be aware of what their rights and responsibilities are as they thrive in cyber space. Using social media to link up with friends and family, buying goods, advertising and selling products online, etc all come with their own legal responsibilities. Ghana has taken its obligations under international law regarding ICT very seriously and has operationalized same by passing various laws locally.

At FSB Law Consult, our Technology Law Division focuses on the laws dealing with data protection and privacy issues, e-commerce, FinTechs, electronic communications and electronic transactions, as well as emerging trends in technology and artificial intelligence.

We handle primarily:

- Legal advice to individuals on their constitutional right to privacy and their remedies under the Data Protection Act.
- Legal advice to companies on their duties and responsibilities under the Data Protection Act.
- Litigation on behalf of data subjects or data controllers/processors.
- Advise individual and corporate clients on the Government of Ghana's digitalization agenda and how it impacts their lives and businesses.
- Representation of clients before the Electronic Communications Tribunal and other statutory bodies and government agencies.
- Advise SME and start-up FinTechs on their rights under competition rules even in the absence of a Competition Law in Ghana.

Arbitration

We utilize alternative dispute resolution mechanisms in the settlement of disputes, especially mediation and arbitration. With the introduction of new Rules of Court that have highlighted and reinforced the courts' role in the use of alternative dispute resolution (ADR) in the trial of cases, our work as arbitrators and mediators have soared higher.

Our key legal team members' training in International Commercial Arbitration, LCIA



Rules and Investment Treaty Law and Arbitration (London) has helped put us on the arbitration map. Apart from doing court-assisted mediation and arbitration, we represent our clients in negotiations at all levels of business.

We are always available to serve as arbitrators on arbitration panels as well.

Commercial Litigation

At FSB Law Consult, we welcome clients in all categories of business. We represent small and medium enterprises in all their business dealings. We have also built a reputation as the law firm of choice for big businesses as well. We work with our clients with the main aim of achieving their business goals. Being a firm that has been in existence for several years, we deeply understand and appreciate that clients are always seeking cost-effective legal services and most importantly, early resolution of case. As a result, we always consider all means available to resolve our clients' cases so as to minimize costs and at the same time, achieve speedy results without compromising on the quality of our work. We explore and utilize opportunities to settle cases out of court. But in instances where litigation remains the only available option in the end, we pursue it with the best interest of our client in mind.

At our firm, we are very much aware that clients always want lawyers who understand their business and its operations. They also want lawyers who understand the impact that litigation will have on their business and their relationships with their

business partners, employees, etc. These considerations are at the forefront of each client's mind regardless of the nature and dimension of the matter in dispute. Being very much aware of the impact litigation has on the budget and time of businesses and enterprises, we explore all types of alternative dispute resolution including negotiation, mediation and arbitration. In recent times, this has been even more so with the introduction of alternative dispute resolution into the rules of court in Ghana.

We are reputed as a commercial litigation law firm because of our ability to take cases to trial when all other means of dispute resolution fails. We always endeavor to make ourselves relevant to our clients, giving them every reason to always choose us. We are known for our exceptional advocacy skills, top-notch advisory service and unforgettable client experience.

Under our commercial litigation practice, we handle disputes and cases on debt recovery, breach of contract, sale of goods, product liability, medical negligence, insurance claims, wrongful dismissal/unfair termination of employment, medical negligence, breach of privacy.





Notary Services

A notary public is a public officer appointed by law to serve the public in simple matters usually concerned with estates, deeds, powers of attorney, and foreign and international business. Some of our legal team members have been appointed as notaries public of the Republic of Ghana.


Considering that time is usually of the essence in notarizing documents, we always make sure we give same-day service.

We provide notary services including the following:

- Attesting the signature and execution of documents.
- Authenticating the contents of documents and certificates.
- Administration of oaths and declarations.
- Preparing and witnessing powers of attorney, corporate records, contracts for use in Ghana or overseas.
- Witnessing the signing of documents.
- Drawing mercantile documents, deeds, sales or purchases of property, and wills
- Providing documents to deal with the administration of the estate of people who are abroad, or owning property abroad.
- Authenticating personal documents and information for immigration or emigration purposes, or to apply to marry, divorce, adopt children or to work abroad
- Provision of Notarial copies.
- Authenticating company and business documents and transactions.
- Offering apostille services.

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