

## Employers Employment Law Solutions

Keeping on top of Employment Law without specialist support and advice can be impossible when the main aim is to run a business. However, falling foul of ever changing Employment laws can result in Employment Tribunals that can be costly to a business in both time and money.

Prevention is far better than cure, and our employment team can provide your business with the advice, documentation, and representation it needs to protect against employment disputes and claims.

It is important that documentation such as contracts of employment, policies, and procedures are drafted and in place. However these should be reviewed and updated to remain compliant. Good documentation is the bedrock of placing your business in the best possible position to resist any claims by staff, as when properly drafted and compliant, they can give protection to your businesses.

Combining compliant documentation with obtaining ongoing advice on issues at the earliest opportunity can substantially lower the risks of your business being sued by staff in Tribunal. Seeking ongoing professional employment law advice from us on your businesses employment issues can save a lot of time and money in the longer term.

### The Employers Employment Law Solutions Package

This Package provides the small to medium size business with all it needs in order to place itself in the best position possible to protect its interests.

The package includes:

#### Employment Law Health Check

One of our Solicitors from the Employment Team will review your businesses:

- Contracts of Employment
- Staff Handbook
- Disciplinary and Grievance Procedures
- Policies and procedures

This can be done at our offices or at your businesses site.

Following this review we will advise you on whether your documentation is compliant with the law and make recommendations as to changes where they are needed.

#### Telephone and Email Advice

Telephone advice package regarding employment law issues. Having this means that you do not have to be concerned about the cost of taking advice, and asking the right questions.

### Bespoke Services

Bray & Bray Solicitors' expert employment team can provide your business with the solutions to all its employment law problems. In addition to our packaged services we also provide traditional hourly rate advice, drafting, and representation, or can agree a fixed fee for bespoke work.

Such bespoke work might include:

- Drafting, or reviewing and amending, of contracts of employment
- Advising on and managing a restructuring exercise, including drafting relevant documentation specific to the circumstances.
- Advice on handling discipline and grievance issues
- Drafting, or reviewing and amending, of employee handbooks
- The drafting, review, or amendment of any employment policies.
- Preparation of compromise agreements
- Advice, assistance, and representation at Employment Tribunal and/or any stages leading up to one

### Employment Protection Insurance Package

Many businesses feel that by taking a common sense approach to dealing with issues that they will be able to successfully defend any Tribunal proceedings. Unfortunately, this is not usually true, as employment law can be very procedural and complex.

With over 25 Statutes, 100 Statutory Instruments, 36 European Directives and 20 Codes of Practice governing employment law in this Country, as well as the ever-developing case law, it is unsurprising that during 2006-2007 there were 132,577 cases taken to Employment Tribunal. The average cost of defending a single Employment Tribunal claim has been estimated to be in the region of £9000, excluding any awards.

Bray & Bray Solicitors are able to offer a solution that provides your business with the maximum protection against employment claims. This package ensures your businesses documentation is compliant, provides you with advice on employment issues, and is supported by insurance protection that covers the cost of your businesses legal fees, settlements, most tribunal awards in the event of a claim, and enables us to act on your behalf.

[www.braybray.co.uk](http://www.braybray.co.uk)

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