

forbes



A FIXED COST

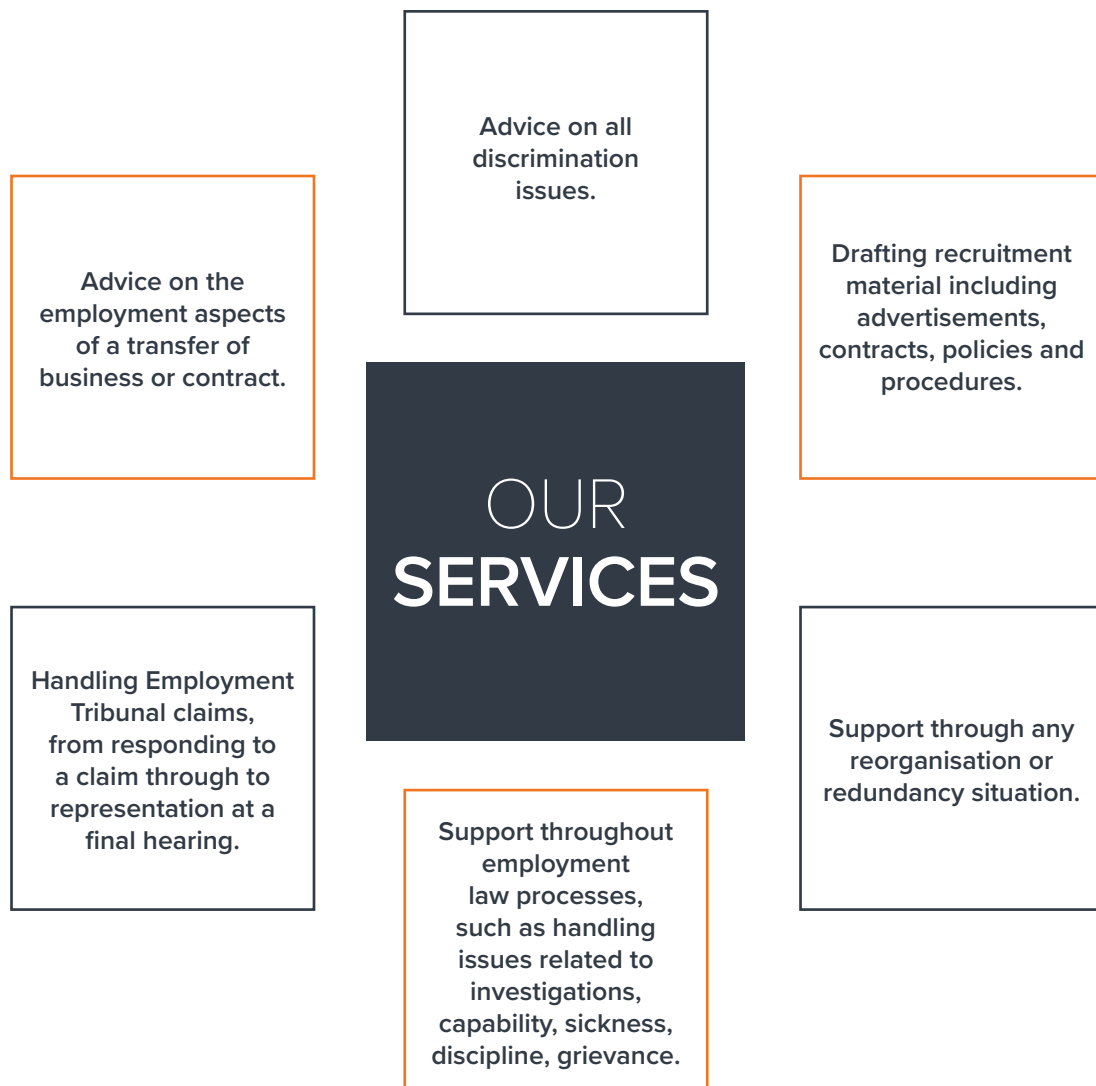
insurance-backed employment law
protection scheme for employers

EMPLOYMENT LAW CHANGES SO FREQUENTLY...

and business life is so demanding, that's why employers often find it difficult to understand their obligations. Failure to be aware and keep up-to-date about potential employment law issues can be extremely costly. Employees are increasingly aware of their ever growing rights and it is all too easy to make small mistakes that can have large consequences.

Defending Employment Tribunal claims and meeting awards of compensation can be expensive.

Our team of employment law specialists have years of experience in dealing with the various issues that arise from being an employer. We act for businesses of all sizes.



AVOID UNEXPECTED COSTS WITH **HR COMPLETE...**

We know that the cost of advice and representation can be a deterrent to businesses. That is why we have created HR Complete; a fixed-cost advice service that enables us to provide what our clients need without the uncertainty of costs. We recognise that one size does not fit all in business. The HR Complete fee is determined by the level of support required and is tailored to each individual business.

HR Complete also includes insurance cover designed specifically for employers. This covers you in the event of a hefty Employment Tribunal claim being received. As long as you follow our advice it will cover the costs and damages of dealing with the claim from start to finish.

WHERE WE DIFFER IN OUR SERVICE LEVELS

- We ensure you have a primary point of contact so that you deal with the same person every time.
- We will guarantee the availability of one of our solicitors to respond to your enquiry either as soon as you call or within half an hour.
- For more in-depth matters, we will visit your business for a face-to-face consultation.

THE BENEFITS OF HR COMPLETE...

- **Free initial review of contracts and policies;**
- **Fixed cost – easy to budget for;**
- **Service and cost tailored to individual businesses;**
- **Excellent service levels;**
- **Monthly update/review meetings;**
- **Documentation provided when required;**
- **Helpline support from experienced specialist employment law solicitors and HR professionals**
- **Legal costs and damages covered in the event of a Tribunal claim;**
- **Free attendance at our popular Employment Law seminars.**

COVERING COMPLIANCE COSTS

Employers can opt for additional insurance cover for Legal Defence, Compliance and Regulation.

These sections of our insurance policy (where selected) cover legal costs to defend a criminal investigation and/or formal enquires by the police, a health & safety authority or another body with the power to prosecute you.

This includes a claim against you for compensation under the Data Protection Act 1998 (or GDPR) and compensation awarded against you provided that you are registered with the Information Commissioner and have reasonable prospects for successfully defending yourself.

The cover would not include any fines/penalties that could be levied against you, costs associated with a routine inspection by a regulatory authority or a fee for Intervention.

Further information is in our full policy document which can be obtained from a member of our team.



COMPLEMENTARY SERVICES

To provide a full HR solution for SME's and to prevent you having to go to a number of different providers, we work closely with the below organisations to provide complementary fixed fee services covering Health and Safety, Occupational Health, Physiotherapy and Wellbeing and Financial Services.

Each of the following organisations has a reputation for providing a high quality service to benefit your company and employees. Clients can come directly through Forbes and we will bring the areas together to provide you with one seamless service.

HEALTH AND SAFETY

Vita Safety provides a range of flexible services for all sized businesses in the North West and nationally, from support with basic health and safety compliance, to a fully outsourced support function.



TAILORED SUPPORT PACKAGES INCLUDE:

- Company specific health and safety policy, procedures and documentation;
- Health and safety compliance audits and reviews;
- Bespoke and accredited training for teams, managers and directors;
- On demand email and phone advisory support;
- Assistance with accident and incident reporting and investigation;
- Insurance survey and risk management support;
- Property fire and general commercial landlord risk management services;
- Multi-site commercial and residential fire and health and safety compliance services;
- The backing of our certified quality management and customer service guarantee.



COMPLEMENTARY SERVICES

OCCUPATIONAL HEALTHCARE

Organisational Healthcare Ltd offers a comprehensive range of tailored occupational health services, including pre-employment, sickness absence support, health surveillance and wellbeing services.

The clinical premises based in Preston assist businesses in protecting the health and wellbeing of their employees.

All services can be provided on a case-by-case basis or through ongoing regular support.



FINANCIAL SERVICES

Mattioli Woods' employee benefit solutions will help you achieve the right mix to attract, motivate, retain and engage the best team.

This includes bespoke consultancy on a wide range of employee benefits including (but not restricted to) workplace pensions, group life assurance and healthcare arrangements. Whatever size your business, Mattioli Woods will ensure that you have the right type of cover for your company and employees' needs.



COMPLEMENTARY SERVICES

PHYSIOTHERAPY AND WELLBEING

Physiofusion provide award-winning private healthcare across the North West.

They work closely with employers to support with sickness absence issues, provide treatment to get staff back to work faster, improve productivity and keep executive teams performing at their best. They specialise in helping businesses to build health and wellbeing strategies.

Their clinicians include Physiotherapists, Counsellors and Podiatrists offering practical, realistic ways forward – making it easy for your team to get the right results.





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