



## Fixed Fee Employer Protection Plan



## Protecting Your Business From Unexpected Employment Claims

**We know** that it's hard for businesses to keep up with the constant changes to employment law, and too often employers can get caught out by the cost of an unexpected claim.

Employer Protect is our fixed-fee solution that will prevent this happening to your business.

For a small monthly fee we provide everything that you need to ensure you are legally compliant.

Following the abolition of employment tribunal fees there has been a rapid rise in tribunal claims which could easily cost your business £10,000 or more to defend. How would your business cope with this level of unexpected expenditure?

## Here to Help

With Employer Protect your business can relax, safe in the knowledge that when an employment law or HR query arises you can simply pick up the phone to speak to a dedicated expert.

Our Employer Health Check will ensure that your employment processes and documents are all fully compliant, to help prevent the likelihood of future claims arising.

Employer Protect can also be backed by a leading insurer giving you built in cover for an affordable fixed annual fee (direct from the insurer).

Employer Protect will protect your bottom line, leaving you covered from significant financial exposure.

# What does Employer Protect give you?

Employer Protect consists of three main elements: compliance, ongoing HR and employment law advice and support, and (if selected) employment protection insurance.

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## Compliance



### Employment Law Health Check

The first thing we will do is undertake a full review of your current situation to ensure that you are fully compliant with all relevant employment law. We will ensure that your contracts of employment, policies and staff handbook are all up to date.



### Tailored Documents

When an issue arises, we will be by your side, providing you with template letters, contracts, policies and forms and helping you tailor them to ensure that they are right for you and your specific circumstances.

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## Ongoing HR and employment advice and support



### Dedicated Adviser

To give you the best advice for your business, we need to know you and your business. That's why you will have a dedicated advisor, available by phone, email and regular 6-monthly review meetings.



### Telephone and Email Helpline

You'll have access to unlimited advice and support on employment law or HR issues.



### Regular Updates

We will ensure that you are kept up to date on any key developments in employment law.

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## Insurance



### Insurance

To ensure your bottom line is protected, you can add insurance to cover the cost of employment tribunal claims if you wish, which includes not only the costs themselves, but also any awards of compensation and/or settlements.

*In addition, you will receive a **10% discount** on all of our other legal services including Commercial Property, Corporate, Family, Claims and Disputes, Wills and Probate and Property.*



Sara Ellison has been supporting Voluntary Action Sheffield for a number of years and has helped guide us through some challenging and tricky situations. Sara and the whole employment team at Banner Jones are responsive to our needs and provide us with timely and knowledgeable advice in a way we can understand and implement. They make even the most challenging employment law situation manageable providing guidance at all stages.

**Marge Wiltshire**

Human Resource Manager at Voluntary Action Sheffield



Banner Jones have given us peace of mind. I wouldn't want to be faced with making HR decisions without their advice. I like to have a set price for the year to help manage our expenditure whilst at the same time knowing I can call when I am stuck and I'll get first class advice.

**Neil Barker**

Barkers Furniture



**We know** that as an employer it can be hard to maintain compliance and manage day-to-day employment issues.

With Employer Protect you can relax, safe in the knowledge that you have an expert employment law adviser on hand to support you, and help with ensuring that whatever action you take, you are legally compliant and protected by insurance (if this option is taken).

Protect your  
business from  
as little as  
**£250 a month.**



**Katie Ash**

HEAD OF EMPLOYMENT LAW

EMPLOYMENT LAW



**Sara Ellison**

CHARTERED LEGAL EXECUTIVE

EMPLOYMENT LAW



**Sara Patel**

PARALEGAL

EMPLOYMENT LAW

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