

# YOUR EMPLOYEES OUR APPROACH

## HR & Employment Law Support for your Business

Employees can be your greatest asset, but when things go wrong, dealing with employment issues can be a huge drain on your time, energy and finances.

Defending a tribunal case can be time-consuming, emotionally draining and attract negative publicity.

We can help reduce the risk of costly Employment Tribunal Claims.

For a modest, fixed, monthly fee we offer a comprehensive support package to help you to deal with HR and employment law issues.

For further information on any of our services for business, call Pickerings on **01827 317070** to be connected to the most appropriate lawyer.



*We've been using Pickerings Solicitors now for a number of years. I would absolutely recommend them, they are fabulous to have at the end of the phone.*

**S.B. Education Sector**

*Very professional company.  
I fully recommend them.*

**J.S. Recruitment Sector**



call us on: **01827 317070**  
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SOLICITORS



*A team of professionals who work with you to ensure your business complies with changes to the law. We really value their strong, hands-on support in tricky situations.*

D.L. Care Sector



# YOUR EMPLOYEES OUR SERVICES

## Healthcheck

We review your contracts of employment and employee handbooks to ensure that they are up to date and advise on how to implement any changes. If you don't have handbooks and contracts, we put them in place for you. The review allows us to get to know you and your business and understand the particular issues you face.

## Unlimited Advice

Contact our team as often as you need to by phone or email. If you need a document or letter, we'll draft it for you. You can take advice before you act which allows you to remain in control, appear knowledgeable and avoid costly errors.

We are not a call-centre. You have the reassurance of knowing that our experienced and highly qualified team is on hand to help you and that they will be familiar with your business.

## Protection

With an optional insurance policy, you can cover your business for the legal costs of employment disputes, settlement payments and the costs of most awards, provided you have sought and followed our expert advice.

## How would your business benefit from PEP?

### Access to expert advice as and when you need it

No call-centres, just highly qualified and experienced solicitors and HR Consultants familiar with your business and approach. You benefit from our ability and experience to provide you with alternative solutions and show you how to go about it. We can help you deal confidently with issues and provide a degree of objectivity.

### Costs are fixed – no hidden extras

The scheme is priced according to the size and needs of your business, which helps you to budget and eases cash-flow.

### One year contract

No lengthy contracts or complex pricing deals to tie you in for several years.

A straightforward one year contract with no obligation to renew, although the majority of clients do.

### Compliance with the law

This is a cost-effective way to get a handbook and contracts which are up-to-date, compliant and tailored to your business with detailed advice on implementation. This represents great value in itself even if you never need to phone for advice!

## Peace of mind

Optional insurance to protect your business against the legal cost of defending an Employment Tribunal claim and awards.

## PEP scheme members also benefit from the following:

Free places at Employment Seminars – to keep you advised of changes to employment law

- Regular updates to keep you up-to-date with the latest cases and developments and provide hints and tips on best practice
- 10% discount on any employment services not covered by PEP

Employment law is constantly changing. Make things easy for yourself. We do the work so that you don't have to.

Why worry about staffing issues when you could have an expert team at the end of the phone?

Whatever problems you encounter, with many years experience of advising on employment issues, we are likely to have dealt with similar ones in the past and can suggest practical solutions.

**Kate Johnson - Solicitor**

Head of Employment

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t: 01827 317070 | [www.pickerings-solicitors.com](http://www.pickerings-solicitors.com)    

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