

Employer Protection Scheme

An easy and cost effective way to remove the burden of employment and health & safety legislation from your business.

Introduction

Increasingly complex and costly employment legislation is now directly affecting the profitability of many businesses across the UK. It could be time to look at how our expertise can allow you to focus on what you do best.

Organisations turn to us not only because they are facing more frequent employment disputes that are of a great cost but also because of the insurance or HR advisors they have engaged as protection are failing them. Un-regulated and unqualified advisors in call centres and cleverly constructed insurance get-out clauses are often leaving clients confused and exposed.

To help employers deal with these problems we have launched a dedicated Employer Protection Scheme.

How our scheme works

All services are carried out by regulated and qualified solicitors who will be known to you by name. The scheme comprises of three core components that have been designed to offer seamless financial and business continuity protection:

- 1. The Audit** – your current policies and practices will be reviewed in order for us to get to know your business and establish how to bring you up to date with the latest legislation achieving compliance within the law (with special focus on the requirements of any recently introduced legislation or relevant case law).
- 2. The Helpline** – unlimited advice is provided by a team of qualified employment law solicitors, who know your business and understand your specific needs meaning you don't have to deal with often vague and impersonal call centres.
- 3. Insurance Policy** – we offer an optional insurance policy through an independent broker at competitive premiums under which we are fully authorised to manage your claims by insurers. Subject to policy terms, the policy will pay the legal costs of an employment dispute, cover settlements and the cost of any award. This radically minimises your exposure, and caps all your Employment and HR costs, providing peace of mind. In real terms this will often result in huge cost savings. Full details of insurance cover are available on request.

How our scheme is unique

Our scheme is operated by dedicated professionals who understand our clients' specific needs.

- If necessary we will attend your premises
- We deliver a hands on practical solution to problems, and will advise you how to avoid future claims arising
- We enable you to budget for and cap all your Employment costs
- We seamlessly handle claims in your best interest through special arrangements with insurers

Competitive pricing structure

Our fees for the service (excluding any insurance) are very competitive and depend on the size of your business. Our basic pricing structure is based on a 12 month contract only and is as follows:

- **Up to 5 employees** - £80 per month
- **6-20 employees** - £165 per month
- **21-50 employees** - £225 per month
- **51-100 employees** - £285 per month
- **Over 100 employees** - please ask us to tailor a quote specifically for your business

What will be the cost for my business?

Please complete the questionnaire overleaf to enable us to provide you with an idea of the cost of the package for your business. There is no obligation for you to proceed with the terms indicated. A firm quotation can only be provided upon receipt of the proposal form. Please note that, upon assessment of the proposal form should the information be materially different underwriters may change the terms or premium indicated at this stage.

For a free quotation, please complete the attached questionnaire returning it by fax to 0113 227 0254.

Contact

If you would like to know more about our Employer Protection Scheme and how it can benefit your business, please contact Philip Paget, partner and head of employment on 0113 227 0212 or by email at philip.paget@gordonsllp.com.

Questionnaire

Name of the firm

What is the nature of your business?

.....

Confirm the current annual wage-roll for all members of staff, net of Employer's National Insurance and Pension Contributions

£ (including Directors)

£ (excluding Directors)

How many people do you employ full time and part time?

Full time Part time.....

Has your company been subject to any employment law claims within the last three years?

Yes No

If yes, how many? And details

.....

.....

.....

Is Health & Safety Criminal Prosecution Cover required?

Yes No

Please identify the Indemnity Limit required

£50,000 any one claim £500,000 in the aggregate

£100,000 any one claim £1,000,000 in the aggregate

Please advise why policy excess would be required

£500 £1,000 £5,000 Other Amount £

Please confirm your contact details

.....

.....

.....