

Workplace Plus

making it easier
to access
legal services

Our fixed price HR and employment package

Stephensons

Our HR and employment law package, Workplace Plus, provides a high level of HR and employment support for all businesses and organisations no matter how large or small and no matter what sector.

Workplace Plus combines years of knowledge, experience and expertise at a competitive fixed cost for your peace of mind.

Why the need for HR support?

Most businesses recognise that employees are their most valuable resource but are often the most expensive overhead. In an ever-changing landscape, where there is increased legislation and employee protection, it is vital to ensure you have the necessary HR support to ensure you follow best practice and avoid costly claims.

Workplace Plus removes the headache of dealing with HR matters so that you can focus your time on running your business whilst our team of fully qualified advisers and solicitors take care of things on your behalf.

Unlike many HR consultants, Stephensons deal directly with tribunal claims and have an insight into how the tribunals deal with employment law in practice. With this experience, Stephensons are best placed to support your business with HR and employment law advice.

You will not be passed from one person to the next giving you generic guidance. Instead, you will be provided with a dedicated solicitor in the team who will be your relationship manager. They will get to know you and your business and give you specific advice about how to reach the resolution you need.



Why choose Stephensons and Workplace Plus?



Rising claims - employment claims continue to increase year on year. Stephensons have over a 95% success rate of resolving disputes internally without them being escalated to an Employment Tribunal.



Longer waits - average claims now take a year to resolve. Stephensons have a proven track record of resolving claims within 3-6 months of issue.



Significant number of changes expected as a result of the Employment Rights Bill including day one rights for unfair dismissal. Policies and procedures will be fully audited by Stephensons to deal with any new changes. We will keep your business full appraised, trained and supported.



HR Manager salaries - HR Managers typically earn between £55,000 and £62,000. Protecting your business saves on these high salary costs. By outsourcing to Stephensons at a fixed price, your business will save on rising salaries and NI costs.



No risk as to fees and costs - claimants face zero fees to bring a case and respondents generally cannot recover their costs. Stephensons' Workplace Plus has built-in insurance to cover your legal costs and compensation up to £100,000 per claim.



Damage to reputation - research shows businesses can face up to a 25% decline in customer trust following a case, and all judgments are reported publicly online. In following advice at the earliest stage possible, Stephensons will navigate a path to protect confidentiality and your business interests.

Our Workplace Plus package

Our Workplace Plus package provides you with continual support throughout the year all for a one-off fixed cost. You will not be tied into lengthy contracts as our minimum contract term is for a 12-month period. Furthermore, you have peace of mind knowing that if you follow our advice, the cost of defending any tribunal claim will be covered under the fixed cost you pay.



Our Workplace Plus package includes:

- Full audit of employment documentation, contracts and policies;
- Letter and document templates;
- Unlimited access to a designated specialist solicitor and relationship manager for advice, guidance, on-going training and briefing;
- Advice and representation for day to day HR issues;
- Advice and representation for employment tribunal claims;
- Employment protection insurance for the cost of full legal representation at an employment tribunal, including the cost of any award made against you up to a maximum of £100,000; *
- Advice and representation included within the employment protection insurance for:
 - Defence to health and safety prosecutions;
 - Guidance to a range of commercial legal services including:
 - Payment of costs incurred in pursuing claims of personal injury for you and your employees (subject to terms);
 - Advice on pursuing or defending contract disputes;
 - Debt recovery advice

* Calculated based upon factors, primarily business turnover and employee numbers.



Does it also include HR software that we can use as a business?

Yes, we can tailor your Workplace Plus package to support your needs and provide you with software to manage your HR function, working with our partner, Breathe HR.

Whether this is storing documentation such as your contracts, policies and procedures to storing employee data including records of sickness absence and holiday entitlement, Breathe HR software can be incorporated into the package to provide you with access to the online tools you need.

What about health and safety advice?

Should you also need health and safety guidance or inspections or audits, the Workplace Plus package can also include health and safety protection for the business as well.

Working with our partner, Altruisk, a comprehensive health and safety solution is provided which includes face to face consultations, documentation review and telephone advice to ensure that you are adequately protected from a health and safety point of view.

We very much believe in offering you a tailored solution to suit all your HR, employment and health and safety needs.



For a free consultation or discussion about our HR and employment law services, please contact us on 01942 774192 or email prl@stephensons.co.uk.