

Employer Protect

Fixed Fee Employer Protection Plan






Giving you Peace of Mind

We know that employment regulations are regularly changing and that it can be difficult to keep up-to-date. 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 fixed-fee solution not only gives you day-to-day reassurance, but 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) - protecting your bottom line, leaving you covered from significant financial exposure.

Here to Help

-  Compliance
-  Ongoing HR and employment advice and support
-  Insurance



When I look for legal advice, it's imperative they are commercial and can give advice based on 'the real world', applying the law in a logical common-sense approach. Katie and her team excel at this.

Laura Ibbotson - HR Professional

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.

Compliance



Employment Law Health Check

The first thing we will do is undertake a complete review of your current policies, procedures, contracts of employment and staff handbook to ensure that you are legally compliant. We will ensure that these documents are up-to-date with current employment legislation. If you don't have these, we will provide them for you.



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.

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.

Insurance



Insurance

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

What does it not include?

- Attendance at internal meetings, including disciplinary and grievance hearings, by a Banner Jones representative.
- Drafting and review of bespoke documents, including settlement agreements.
- Advising and negotiations with third parties, including with regards to settlement agreements.
- Advice relating to the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) and all other TUPE Regulations
- Advice relating to Industrial Strike Action.
- Representation in Employment Tribunal proceedings (unless insurance is taken out).
- Any claim by any existing or former employee in any Civil Court or Employment Tribunal in the United Kingdom arising out of the employment or termination (unless insurance is taken out).



Sara Patel and the team at Banner Jones have supported us with more complex HR queries, and we are very happy with the service provided. The team are knowledgeable and understand our business to give us the best advice and support required. I would not hesitate in recommending the Employment team at Banner Jones.

Amy Sawicki - Senior HR Advisor

Ferdinand Bilstein UK Ltd



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.

*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.*



Katie Ash

HEAD OF EMPLOYMENT LAW

EMPLOYMENT LAW



Sara Patel

PARALEGAL

EMPLOYMENT LAW

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