

Woodfines Employment Support Service



The number of Employment Tribunal claims has soared since fees were scrapped in 2017. The average tribunal awards range from **£6,314** (sexual orientation discrimination) to **£15,198** (age discrimination)*, whilst businesses can expect to spend in the region of **£25,000** dealing with a single tribunal claim from start to finish. Clearly, this can have a big impact on a business.

How can Woodfines help?

Woodfines can take the headache out of your human resources problems, enabling you to concentrate on growing your business. The best way to avoid successful claims in today's employment climate is by being proactive, making sure from the start that the right policies and procedures are in place and that your managers know exactly what steps to take in order to meet the standard the law requires.

Recent years have seen a huge increase in the volume of legislation affecting employers. Today, just about every step you take as an employer is open to challenge. Mistakes cost money, reputation and management time. We have put together the Woodfines Employment Support Service to help you avoid costly errors.

At Woodfines, the Employment department is made up of experienced, qualified solicitors with expertise in all the legal issues affecting the day to day running of your business and are on hand to provide the support you need.

With a leading regional presence, we pride ourselves in our understanding of the issues affecting our clients. Being local makes us genuinely accessible, allowing meetings and site visits whenever the need arises.

What our clients say

“ Woodfines have proved to be a great choice for support & advice in all aspects of HR. The monthly retainer works perfectly for our business model allowing us to budget comfortably whilst giving us the security that Bronnley have the expertise of Woodfines at any required time. We would highly recommend the program we have in place with them and the personal approach from Maria Gallucci has enabled us to act fairly and with confidence. ”

Dionne Anderson
Managing Director, H.Bronnley & Co UK Ltd

“ Andrew is quick to respond, and speaks in a language that is clear and concise. Whether you just need some reassurance on what you think is the correct route to take, or you tackle him with something that makes him scratch his head, he always comes back with his answers fast. So glad we went with the Employment Support Service option. ”

Gill Knight
Managing Director, 1st Choice Recruitment

“ I have nothing but positive things to say about Maria. She is always available, nothing but helpful and listens to details before giving advice. She is extremely personable, which means it is always a pleasure to speak to her! Her advice is always tailored to exactly what we need and she has helped me immensely over the past couple of years! Will hope to continue working with her for a long time to come! ”

Jenny Doolan
HR Manager, Netcall

“ We have used Woodfines for all our employment law issues for many years now. It has been the most incredible value for money. Whether dealing with new contracts or awkward staff issues, Andrew has never let us down. He is always on the end of the phone or email whenever you need him. His knowledge of his field is vast and his advice is always swift and clear mixed with a refreshing dose of common sense. I can highly recommend Andrew to any small business. ”

Francesca Forster
Clinical Director, Scott Veterinary Clinic

* Source: gov.uk

What our service provides

The Woodfines Employment Support Service provides the following services in return for a fixed annual retainer:

- Provision of up to date contracts drafted specifically for your business
- Advice on your employment problems delivered by qualified solicitors, by telephone, by email, in writing, or in face to face meetings. Within the cost of the service, we will prepare draft letters and brief you on the best way to conduct disciplinary and other meetings to avoid falling foul of the legal pitfalls that leave your decisions open to costly challenge
- An annual check of your contracts and procedures to take account of changes in the law
- A regular email newsletter to bring you up to date with changes affecting your business
- Within the cost of the service, we will include the first 10 hours of preparatory work in the first employment claim issued by you or against you in any one retainer year. Any further work on the claim will be separately charged at a discounted hourly rate
- A guide to the simple steps that employers should take to protect themselves from claims.

In addition, we hold training seminars and practical workshops of which you will be entitled to attend.

We would also be happy to visit you and talk directly to your line managers about relevant changes to the law and how they will impact upon the day to day management of staff.

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STAY UP TO DATE

Would you like a FREE review of your employment contracts and staff handbooks?

As you may be aware, Employment Law is one of the fastest moving areas of law with regular updates and new legislation rules being introduced. Our free healthcheck service will help you to ensure that your contracts, policies and handbooks are up to date and that your business is fully compliant.

One of our employment specialists will attend your premises, free of charge, to carry out a review of your existing documentation.

To ensure minimal disruption to you and your business, this can be arranged before, during or after working hours. You can even show our employment specialist where your filing cabinet is and leave the rest to them! If this is inconvenient to you, we can also review your existing documents via email.

Our healthcheck has no obligation or hidden fees attached to it. You can rest assured that you will receive first class advice to help you adhere to the swiftly changing area of employment law.

For further information, or to book your free review, please get in touch.

Visit our website for full details of all offices. A list of principals' names is available at each office. Regulated by the Solicitors Regulation Authority. Woodfines registered office: 16 St Cuthberts Street, Bedford MK40 3JG. Registered No. 0C316334. Woodfines is trading name of Woodfines LLP. Woodfines LLP is registered in England & Wales.