

# EMPOWA

TOTAL RISK MANAGEMENT

Unlimited telephone support from a leading employment solicitor.

A full audit and update of employment contracts, procedures, policies and handbooks.

Provision of such documentation, if not already in existence.

Representation in Employment Tribunal proceedings, either by solicitors of the firm or specialist barristers.

Payment of the legal costs associated with defending a tribunal claim.

Payment of any compensation awarded - up to £100,000; and above all...

...peace of mind.

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An insurance backed legal  
service to protect against  
tribunal claims by employees  
STOPPING PROBLEMS  
BEFORE THEY START

Empowa is an insurance backed legal service for employers to protect against tribunal claims by employees and designed for East Midlands based businesses. Empowa is operated by Bradley and Jefferies Commercial Solicitors, a specialist firm primarily serving East Midlands owner-managed businesses of all sizes.

For a set monthly sum businesses receive:-

- ▶ Unlimited telephone support from a leading employment solicitor.
- ▶ A full audit and update of employment contracts, procedures, policies and handbooks.
- ▶ Provision of such documentation, if not already in existence.
- ▶ Representation in Employment Tribunal proceedings, either by solicitors of the firm or specialist barristers.
- ▶ Payment of the legal costs associated with defending a tribunal claim.
- ▶ Payment of any compensation awarded - up to £100,000; and above all...

Empowa's monthly rates are comparable with the schemes provided by national providers, but provide the additional benefit of having the local personal touch. You can take comfort from the fact that we do not churn advice from call centres; we will get to know you and your business, thereby enabling us to provide you with consistent and practical advice, yet without the costs sometimes associated with instructing professionals.

Key benefits include:-

- ▶ Set competitive monthly premiums based on your gross payroll to give you total peace of mind from the risk of employee claims.
- ▶ Local experienced commercial solicitors who can get to know you and your business and understand your human resource strategy and needs.
- ▶ No unexpected solicitors' bills for employment advice.
- ▶ 12 month contracts with no onerous termination provisions on notice requirements.

# ...peace of mind.

In the modern world employing people is one of the main high risk exposures for all businesses. Most of us try to be good diligent employers, but none of us are immune to the culture of claims, not least from employees. The legal bureaucracy on business grows all the time and employment law in particular is a minefield for the unwary – often leaving the owner-managed business the most exposed-as they cannot fund the resources within their business to operate a dedicated human resource function to keep them on top of the changing environment.

By way of example; a procedural error in dealing with an employee's grievance or disciplinary matter could cost your business thousands of pounds in an award before an Employment Tribunal and in the legal costs you would incur in defending your position.

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For an indication of the likely monthly fee for your business joining Empowa or to arrange a no obligation meeting so that we can provide you with a firm quote, please contact Matthew Bradley or Amanda Jefferies at Bradley and Jefferies Commercial Solicitors.

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