



Employer Protect

Fixed Fee Employer Protection Plan



Protecting Your Business From Unexpected Employment Claims

We know that it's hard for businesses to keep up with the constant changes to employment law, and too often employers can get caught out by the cost of an unexpected claim.

Employer Protect is our fixed-fee solution that will prevent this happening to your business.

For a small monthly fee we provide everything that you need to ensure you are legally compliant.

Following the abolition of employment tribunal fees there has been a rapid rise in tribunal claims which could easily cost your business £10,000 or more to defend. How would your business cope with this level of unexpected expenditure?

Here to Help

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 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).

Employer Protect will protect your bottom line, leaving you covered from significant financial exposure.

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 full review of your current situation to ensure that you are fully compliant with all relevant employment law. We will ensure that your contracts of employment, policies and staff handbook are all up to date.



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 if you wish, which includes not only the 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 of bespoke documents, including 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.*



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EMPLOYMENT LAW



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