



HUMAN RESOURCES & EMPLOYMENT LAW

Human Resources and Employment Law

Whether you are a business owner, director or manager, you will recognise that your employees help define your business and make it unique. How you manage your employees is as important as how you manage any other asset within your business.

The Employment Tribunal Service received 236,100 claims in 2009 – 2010 which is a 56% increase in claims on the previous 12 months

Why do I need Human Resources?

It is a legal requirement for all employers to comply with employment legislation. It is also advantageous to practice effective human resources management. This can help your business to avoid work-related complaints, low employee morale, high absence rates, grievances or employment tribunals. These can not only be disruptive and costly but divert your attention and time.

At Sutton Winson, we believe that any business, regardless of size or industry, needs to be able to access quality HR and employment law advice that is easy to understand and put into practice.

What Does Your Business Need?

As a minimum, employers must issue all members of staff with a written statement of particulars not later than eight weeks after the start of employment. Helping you with this, as well as company policies and staff handbooks, ensures you comply with the law and establish company procedures.

One company that shares our philosophy is HR Smart. They are a dynamic human resources organisation who have partnered with us to offer our clients additional services. This includes an HR Helpline Facility which provides ongoing support, guidance and answers to your business questions.

You can also opt for more proactive support from HR Smart who can visit you on a retained or ad hoc basis and act as your HR department.

Every business has its own requirements, services are individually tailored to each client's needs and budgets rather than being based on the number of employees of a company.

What Do You Do Next?

We can arrange a no-obligation meeting with HR Smart to review your existing documentation. For a fixed fee, we can also arrange for HR Smart to undertake a full HR and Employment Law compliance audit which provides you with a written report of findings and recommendations.

Our partners deliver appropriate and effective HR support for your business including:

- Contracts of employment
- Policies, procedures or employee handbooks
- Vehicle policies
- Employment law advice
- HR audit
- Disciplinary and grievance support
- Employment law advice
- HR Helpline

CONTACT US

Just call your Account Manager for a no-obligation appointment on 0845 688 9088.

Alternatively send the fax-back form overleaf.