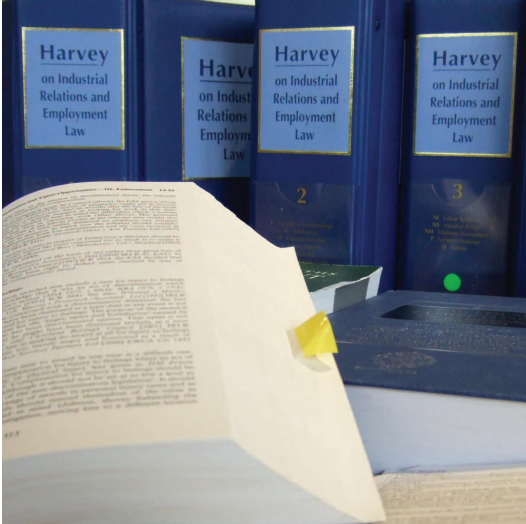


A Different Perspective

Employment Support Service



Gaby Hardwicke SOLICITORS

Employment Support Service

Our specialist employment law team is available to provide advice on the fullest range of employment law issues. We recognise that keeping documentation up-to-date can be difficult to manage and disputes which arise from time to time can make budgeting difficult. We offer the complete Employment Support Service, which is precisely tailored to the size and needs of your business and provides you with advice and representation when you need it, all for a fixed annual fee.

Provided that you follow our advice the scheme fees are the only employment law expenses you need ever have. Unlike many others in the market place, our service is delivered by specialist solicitors experienced in providing commercial advice to help you achieve your desired outcomes.

To establish whether your business qualifies for the Service, please contact ess@gabyhardwicke.co.uk

What the Service offers



Our specialist employment team is headed by Paul Maynard, a Partner in our Commercial Department, who will personally oversee all aspects of the delivery of the service to your business.

- Annual review of your standard employment contract and staff handbook
- Specialist management of employment law claims
- Direct contact with one of our solicitors specialising in employment law
- Same-day telephone advice service
- Full representation in any Employment Tribunal matter
- Indemnity against tribunal awards and legal costs of up to £100,000 per claim and £1m per year
- Reduction in management time and costs by efficient and experienced handling of the dispute
- Access to seminars run by our employment law team on current and relevant issues
- Peace of mind and budget certainty

Why employers need to be protected?

- The total number of claims heard by the employment tribunals in England and Wales in 2006/07 was 132,577 up by 54% in 2 years
- The number of sex discrimination cases in the same year was 28,153
- Equal pay claims have risen by more than 400% since 2004/05 due to changes in law and practice
- Compensation awards in cases of sex, race and disability discrimination are unlimited. The maximum awarded in an employment tribunal for a disability discrimination case is in excess of £500,000
- The average award for an unfair dismissal case is £7,974
- On top of these compensatory awards tribunals can also order the payment of costs. The average costs award in 2006/07 was £2,078.88
- Changes to employment law regulations are now announced twice a year. These changes often impose significant extra burdens on employers.
- Employment case law changes more regularly than almost any other area of law making it extremely difficult for employers to keep up to date

Why Us?

- We provide access to a specialist solicitor not a call centre or claims handler
- Our advice will be strategic, robust and aimed at achieving the commercial outcomes you desire. We will ensure that our advice is not formulaic or conservative
- We will minimize risk to you by managing claims effectively
- We will spend time building a sound understanding of your business so we can offer the most relevant advice and a personal service
- We are very experienced in representation in Tribunals and the Courts at all levels
- We will ensure that your documentation is up-to-date and protects you to the greatest possible extent
- We provide regular employment law updates and training to keep you up-to-date with current law

A Different Perspective

Care Home Businesses
Employment Law
Dispute Resolution
Intellectual Property
Commercial Property
Business Agreements
Wills and Estate Planning
Trust Services and Investments
Care for the Elderly
Probate and Taxation
Residential Property
Home Information Packs
Family Law
Personal Injury

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