



GEORGE DAVIES
SOLICITORS LLP



No more stress with staff issues...

Here's a simple and easy way for your practice to save tens of thousands of pounds when faced with employment disputes.

Just imagine that you can run your practice free from the hassle and stress caused by disputes with staff. Imagine the feeling of confidence and peace of mind when you know that, instead of worrying about the risk of expensive employment claims that can threaten the very existence of your practice, you can get on with what you do best, attending to patient needs.

The Employment Protection Scheme (EPS) from George Davies Solicitors will help turn this into reality. The scheme provides insurance backed security with comprehensive legal expertise. It protects your practice against costly disputes and reduces the hidden costs caused by time wasted by the Practice Manager and Partners. In addition, you achieve greater efficiency and an enhanced reputation of reliability, because improved internal relations with staff mean that they and you concentrate on what is important, patient care and the development of your practice.

Do you worry about having to face ever changing employment laws or face the consequences from employees?

As an employer it is essential you keep up to date with effects of new regulations and legislation on your practice. You may be aware that changes have been made, but have you reviewed your

employment contracts, policies and procedures to ensure that you are compliant with new legislative requirements?

Join our EPS scheme and you'll receive a review free of charge.

Why it's tough going now

Employees dismissed for redundancy or another reason are struggling to find alternative employment. They are well aware of the bleak prospects of finding new jobs and some feel they have nothing to lose by claiming against their employer in the employment tribunal. Employment tribunals are facing their highest level of activity in years. Redundancy related claims in tribunals increased by 48% in 2008/09. Any practice, whatever the size is at risk from potential claims for:

- Unfair dismissal (including redundancy claims)
- Constructive dismissal
- Breach of new Discipline and Grievance Procedures
- Discrimination on the grounds of sex, race, religion, age, sexual orientation and disability
- Flexible working
- Harassment at work

(Please turn over for further information)



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Here's the answer...

The EPS is a tailored service to meet your needs and provide peace of mind and security. Our EPS members find the service invaluable.

The scheme provides an affordable, insurance-backed solution that covers both legal costs and compensation should an employment claim arise. Thousands of UK employers have been wise enough to take out cover with this insurance product. You'll get up to date expert advice, because, unlike other providers, you won't be dealing with unqualified consultants, but with employment solicitors who understand the issues facing practices, because of their experience of the healthcare sector.

Success story

One of our members dismissed an employee for gross misconduct and, despite following a fair procedure, still faced a claim for compensation for unfair dismissal. The client, successfully defended its position with our assistance and the support of the scheme insurer.

Although the claimant's case was weak, the client still had to defend its position and prepare extensively for the hearing at a cost of over £9,000 plus VAT. The Claimant decided to withdraw their claim only a few days before the hearing. Fortunately for the client, they had full protection under the scheme, so that they paid out no fees, save for a modest insurance policy excess. Without the insurers' support, it is likely that the commercial costs of defending this claim would have meant the client would have been forced to pay out money to settle with the individual.

"I have found the information, advice and services provided to us to be of the highest quality and the skill and knowledge of the team is excellent. I am very satisfied with the service provided by George Davies and am more than happy to recommend them to anyone considering them as a service provider."

Jayne Cooney, Practice Manager,
Barlow Medical Practice



What do I get from the Scheme?

1. You will have access to:

- Our experienced legally qualified Employment Team with healthcare sector experience should you need assistance.
- Our Helpline service. You can call us for practical support and advice on employment law matters.
- Legal representation in the event of a claim.
- A full audit of existing contracts, policies and procedures.

2. Insurance Cover

- Legal costs of an employment dispute, settlements and the cost of any award up to the policy indemnity limit.

Are there any exclusions?

There are a small number of exclusions:

- Claims or circumstances which have already commenced, or circumstances you are aware of prior to the commencement of the policy.
- Claims for monies owed to an employee by statute. This scheme is intended to protect claims for compensation awarded against employers and not to replace monies payable to an employee such as wages, under redundancy legislation, or pension arrangements etc.

For more information contact:



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