



Protect your business against staff issues

We all know that employment claims can be costly and time consuming and in some cases can threaten the solvency of your company.

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 are more likely to claim against their employer in the employment tribunal. This is reflected in the fact that the number of claims made to employment tribunals is rising year on year. Any company, any size is at risk from potential claims for:

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

Help is at hand

The Employment Protection Scheme (EPS) from George Davies Solicitors offers protection against the threat and the expense of employment claims. The scheme provides insurance backed security with comprehensive legal expertise. It protects your business against costly disputes and reduces the hidden costs caused by wasted management time, stress and disruption to your business.

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 the effects of new regulations and legislation on your business. You may be aware that changes have been made, but have you reviewed your employment contracts, policies and procedures to ensure that they are compliant?

Join EPS and you'll receive a review of all your contracts **FREE OF CHARGE**.



What do I get from the Scheme?

The EPS is a tailored service to meet your needs and provide peace of mind and security.

The scheme provides an affordable, insurance backed solution that covers legal costs and compensation should an employment claim arise. You'll get up to date expert advice, because, unlike other providers, you won't be dealing with unqualified consultants, but specialist employment solicitors within a strong, commercial employment law team.

You will have access to:

- Our experienced legally qualified Employment Team 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.
- Insurance cover which will cover the 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.

Success story

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

Although the claimant's case was weak, the company still had to defend its position and prepare extensively for the hearing at a cost of over £10,000. The claimant decided to withdraw their claim only a few days before the hearing. Fortunately for the company, it had full protection under the scheme, so it 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 company would have been forced to pay out money to settle the claim with the individual rather than face a costly hearing at the employment Tribunal.

But don't just take our word for it...

"We regard the solicitors who support us through the George Davies Employment Protection Scheme as a fundamental part of our team. They provide timely practical and commercial legal advice which allows us to concentrate on developing our business."

Debbie Brooks, Ridgway Children's Services

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