



GILLESPIE MACANDREW
LAW • PROPERTY • FINANCE

Employment Law Health Check

Employment law has seen vast changes in recent years. It can be hard for business to keep up. If you have not reviewed your contracts and policies recently, it may well be that they need to be updated to reflect these changes.



Our other services and market sectors include:



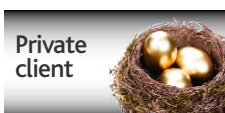
Energy



Charities



Housebuilder
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Private
client



Land & rural
business



Investment
& finance

PORTFOLIO
SAVINGS
CURRENCY
BALANCE
MONEY
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Employment Law Health Check

Employment law has seen vast changes in recent years. It can be hard for business to keep up. If you have not reviewed your contracts and policies recently, it may well be that they need to be updated to reflect these changes. Our Employment Law Health Check is designed to help you identify which of your practices and procedures fall below legal requirements. We will give all your contracts and procedures the once over – a medical health check for your business!

How can the Employment Health Check benefit my business?

- It checks that your current contracts and supporting documents meet the requirements of your business, and whether they comply with employment legislation.
- We will provide you with a report pointing out any potential issues, give you a prioritised schedule of items and outline the cost of putting them right. You then decide what action you want to take, if any. There is no obligation on you to take things further.

So, why should I have an Employment Health Check?

- The pace of change in employment law is rapid, therefore your documentation and procedures may be out of date. Alternatively, you may have grown rapidly in size and now need employment contracts and documents that protect you more now that you have a larger workforce.

Compensation for unfair dismissal can now cost an employer up to £68,400. For claims involving unlawful discrimination, there is no upper limit to the compensation which can be awarded.

Having up to date and comprehensive contracts, policies and procedures will help you:

- avoid, minimise or defend any tribunal claims against your business;
- address persistent or long-term sickness absence;
- tackle poor performance;
- stop misconduct; and
- avoid inadvertently discriminating against certain employees.

How much does it cost?

We charge depending on the number of employees:

Up to 10 employees:	£ 600	plus VAT
10 – 19 employees:	£ 750	plus VAT
20 – 99 employees:	£ 1,000	plus VAT
100+ employees:	£ 1,250	plus VAT

If, after receiving your health check, you want to take it further, we will let you know in advance the cost and agree that with you before doing anything more.



How do I arrange an Employment Health Check?

Whatever is easier for you:

- Call **John Norrie** on 0131 225 1677
- Email us at healthcheck@gillespiemacandrew.co.uk

