



## Managing your HR risks



Helping you to plan ahead, maintain legal compliance and work through your HR challenges.

# Why does it matter?

Employment law is a complex and ever-changing area of legislation. If you are not up to date with your legal requirements and best practice in areas of people management, mistakes and omissions can be very costly. As an example, employment tribunals can award up to £89,000\* for unfair dismissal. And of course, such actions can really damage your organisation's reputation.

## How we can help

HR Solutions is the HR arm of PIB Risk Management, part of PIB Group, offering services for those who do not have their own internal HR function or require specialist outsourced HR support.

Our approach helps you plan, maintain legal compliance and work through your HR challenges and is designed to help you manage your employment law obligations. Obtaining the right advice, at the right time, can save you time and money, and help minimise the risk of expensive litigation.

Our role is not to overwhelm you with legislation, but to guide and advise you in a professional, approachable, and cost-effective way.

**We provide the following services:**

### Telephone and email advice

We offer a telephone and email support service providing people management and Employment Law advice during normal business working hours.

### HR audit

We audit existing HR practices and documentation to check for legal compliance.

### Documentation

Preparation and updating master copies of contracts of employment, handbooks and policies, tailored to the requirements of your organisation.

### On-site support

On-site visits or online meetings can be arranged for advice and guidance on more complex matters such as redundancy, lay-off and short time working, TUPE implications and relocation.

### Settlement agreements

We offer a full-service including preparation and negotiation of settlements as well as early conciliation through the Advisory, Conciliation and Arbitration Service (ACAS).

### Counselling helpline

We provide a counselling helpline via our third-party partners. The helpline is available **24 hours a day, 7 days a week**. This is a confidential counselling service, and all counsellors are bound by the Code of Ethics and Practice of the Association of Counselling. The helpline can be used to discuss any work or non work-related matters.

To find out how we can help you be prepared, please get in touch:

[pib-riskmanagement.co.uk](http://pib-riskmanagement.co.uk)

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Get in touch

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