

Employment Law

WBW
SOLICITORS

Recruitment

Redundancy &
Restructuring

TUPE Transfers

Employee Rights

Pay & Benefits

Absences &
Annual Leave

Disciplinary &
Grievances

Contracts of
Employment

Staff Handbooks

Discrimination

Family Friendly Rights

Unfair &
Wrongful Dismissal

Dispute Resolution

Employment
Tribunal Claims

Are you an Employer?

Employees are increasingly more aware of their rights these days, causing more work for employers to keep up-to-date with changes and take any necessary precautionary action.

WBW Solicitors recognises that it is difficult to keep on top of developments in employment legislation. All too often employers slip up, resulting in costly and time consuming disputes.

To avoid putting businesses in jeopardy, employers need to adapt to changes by ensuring the right procedures are in place. This is an onerous task and can put a strain on the long list of duties already involved in running a business.

Through specialist advice, we can reduce the risk to your business for failing to comply with Employment Law.

We can review or provide documentation such as contracts, staff handbooks and standard letters and can keep you updated on new legal developments.

We are experienced in representing employers at the Employment Tribunal. We will consider all the options of each case individually to ensure the quickest and most cost effective outcome.

As part of our business team, we also have specialists in Commercial Property, Debt Recovery and Company Law.



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APPROACHABLE • UNDERSTANDABLE • ACCESSIBLE

The WBW Employment Law Service

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Through our dedicated service for employers, we aim to act in partnership with our clients by providing a means of support, like Human Resources, but with the benefit of employment law specialists.

Unlike our competitors, this service is designed to suit the needs of our individual clients and you will always be in contact with an adviser that you have met personally.

The **WBW Employment Law Service** includes the following:

Employment Law Updates	regular updates and practical advice
Helpline	by telephone and email, which you can use any time you need us
Documents	a review of your existing contracts of employment and policies or, where necessary, we will provide mandatory documentation, specific to your business needs.

The package is flexible and can be adapted to include representation at the Employment Tribunal.

The **Tribunal Claims Service** includes all of the Employment Law Service benefits as well as:

Full Representation in any Tribunal Claims	on receipt of a claim by a disgruntled employee, we will defend your claim by preparing your Response Form, considering settlement and representing you before the tribunal.
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	Employment Law Service	Tribunal Claims Service
Number of people that you employ	£ + VAT per month (annual cost in brackets)	£ + VAT per month (annual cost in brackets)
Up to 5	£40 (£480)	£60 (£720)
6 to 10	£60 (£720)	£80 (£960)
11 to 15	£80 (£960)	£100 (£1,200)
16 to 20	£100 (£1,200)	£120 (£1,440)
21 to 25	£120 (£1,440)	£140 (£1,680)
26 to 30	£140 (£1,680)	£160 (£1,920)
31+	Additional £20 thereafter for every additional 5 employees	Additional £20 thereafter for every additional 5 employees

Insurance against Tribunal Claims and Compensation

In addition to the above services, we can provide competitive legal insurance to safeguard you from the costs in defending a claim and having to pay compensation. The choice is yours whether you wish to join one of our above services, or pair up with an insurance package.

We can help you to assess your specific business risks and to consider your requirements.

For a no obligation meeting with our team, a quote, or more information, please contact one of our team.

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