

NEW EMPLOYMENT HEALTH CHECK WILL KEEP HR POLICIES IN A FIT SHAPE

27th July, Wokingham – Herrington & Carmichael (www.herrington-carmichael.com) is delighted to announce the launch of its Employment Health Check, aimed at helping employers comply with the constant round of changes to employment law and regulation.

With a raft of red tape from both the UK and Europe to contend with, it is easy for employers to fall behind in their legal responsibilities to their employees. The consequence is that valuable time and money can be wasted on avoidable disputes and subsequent litigation.

Herrington & Carmichael's Employment team have launched a bespoke service for employers, the Employment Health Check.

“The Employment Health Check will identify whether your practices and policies are compliant with current workplace law. It ensures that best practice is being followed when it comes to internal procedures and processes. Nobody wants to face costly litigation, and the health check enables preventative measures to be taken early on to avoid any future workplace problems.” said Ashley Holden, Employment Partner, Herrington & Carmichael.

The health check provides a review of an employer's standard employment contracts, examination of all policies relating to absence, leave, sickness, holidays, maternity and paternity. It covers the employer's dismissal procedures and the internal complaints process and scrutinises redundancy procedures. It also ensures that the business is complying with recent legislation including age and discrimination rules. Finally, it provides an examination of policies on internet and telephone use.

The health check concludes with an appointment with the employer to discuss the findings and impart Herrington & Carmichael's recommendations for correcting any deficiencies.

Holden believes the health check is an essential service for all sizes of business:

"Keeping up with the seemingly constant changes in law and regulation can be confusing and time consuming, yet not doing so can be costly at best and disastrous in some cases. In the same way that we look after ourselves, it is critical to maintain the health of our businesses, starting with the basics. If employees are well looked after and know that their employers are doing the right thing by them, the benefits will be felt across the business and will ultimately make a positive impact on the bottom line. The employer's reputation and that of his business will also remain intact," explained Holden.

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About Herrington & Carmichael LLP - www.herrington-carmichael.com

Established over 70 years ago and with heritage of 120 years, Herrington & Carmichael LLP have a staff of 80 with over 25 highly qualified legal staff based in offices in Surrey, Hampshire and Berkshire. Herrington & Carmichael work with both commercial and private clients offering a wide range of services from commercial and business law through to residential, family and matrimonial and wills.

The firm is also a patron of Surrey Chambers of Commerce. www.surrey-chambers.co.uk

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