

“ Plain speaking legal advice ”

A Better Way to Manage Your HR

www.herrington-carmichael.com

This publication is written as a general guide only. It is not intended to contain definitive legal advice, which should be sought as appropriate in relation to a particular matter.

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Herrington & Carmichael LLP now offers clients a bespoke HR retainer service that works as a part of your business – in effect your own HR team, but without the cost and legal obligations of employing FT or PT HR staff.

Many businesses struggle to find the time needed to keep up to date and compliant with HR rules and regulations. If you're a small business you may not want, or simply cannot afford, to employ a full time HR professional to take care of such matters.

Even if you have an HR team, there may be times when the complexity or sheer size of the issues being handled justifies some additional professional support.

This is where we can really help you.

We'll provide the very best solution

Our HR retainer service is designed to fit the specific requirements of your business, and deliver it as an in-house HR service but without the inherent cost this would normally involve.

Our service differs from others in that our lawyers are not interested in just telling you what the rules are, but will work with you to find the right solution for your problem or issue. You can concentrate on running your business knowing that we are behind the scenes taking care of your HR.

A number of our clients have already started using the service:

'As a small company, we didn't feel there was adequate need in terms of workload, and frankly we couldn't afford to have a full or part time fully-qualified HR Manager in the Company.

Knowing that HR law is constantly changing, we wanted the security in knowing that anything we felt we couldn't comfortably handle internally, could be dealt with either directly by, or with some advice and guidance from Herrington & Carmichael.

The retainer service has been one of the best decisions we've ever made. We've saved financially by not having to employ a fully trained HR manager and it's helped considerably with staff relations by allowing us to manage day-to day HR issues professionally and competently.

If issues do crop up suddenly, then Herrington & Carmichael deal with them rapidly and efficiently avoiding us any hassle or stress.' - **Helen Taylor, Snacktime plc**

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How does it work?

There is an initial free consultation at which you agree a fixed monthly fee with us based around the size of the business and your requirements.

We provide advice and ongoing support on all HR matters, including:

- recruitment
- contractual issues
- pay, benefits and pension
- grievance, disciplinary and dismissal

We will come to you or you can meet regularly with us at our offices, and of course we are contactable for advice and guidance by phone or email; whichever suits your needs best or is required by the situation.

We appreciate that HR problems are often unpredictable, arising suddenly and requiring swift action. We will ensure that our response is always fast, appropriate and solutions-led to deliver the very best result for you and your business.

For a no obligation quotation please contact Ashley Holden on 0118 977 4045 or at ashley.holden@herrington-carmichael.com

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