

Employee & Workplace Practices

For most businesses, employees are their most valuable resource. But complex and frequently changing legislation, combined with increasing paperwork, make it difficult to keep on track of the law. This leaves companies exposed to potential prosecution and financial risk. Whether representing business or individuals, Stephenson offers practical advice and assistance across a complete range of employment issues.



We can help with

Structuring employment policies

From drafting employment systems to documenting company procedures, we help businesses put in place 'best practice' employer policies. For a fixed fee we conduct an initial assessment followed by an action plan to implement our recommendations.

Personnel management support

We help you manage your employees and contractors in the most efficient way. Our advice ranges across every aspect of personnel management from recruitment to termination of employment, from pay to pensions, holiday entitlement to parental rights. We guide employers through the minefield of disciplinary action and grievance procedures, including representation at employment tribunals if necessary.

Equal opportunities

We ensure organisations remain in line with legislation designed to protect employees against disability, racial or sexual discrimination. We can also provide assistance in defending you against any claims that are made in this respect.

Company restructuring

Where acquisitions or mergers take place, we can advise on the HR issues involved, including the transfer and harmonisation of employee rights.

Workplace Plus

Workplace Plus is our fixed-price legal service for employers. For a fixed annual fee, we provide organisations with a one-stop source of employment advice, assistance and protection. The service provides an employment audit, practical documentation, unlimited access to a freephone helpline, ongoing training and representation in Court if things go wrong. It also includes free cover against legal costs of compensation.

Key facts about us

- With an understanding of your organisation, we provide specific advice relevant to your business.
- We provide proactive advice on becoming a best practice employer, emphasising prevention rather than cure wherever possible.
- We focus on practical solutions, discussing the merits or pitfalls of alternative approaches and never blinding clients with legal technicalities.
- Our hourly fees are competitive and our Workplace Plus service offers an attractive option to the budget-conscious employer.

Contact us

Please feel free to contact us if you would like further information on any aspect of our work.

Our friendly team is always on hand to help and advise you. We can be contacted directly on:

01942 777777

www.stephensons.co.uk

About Stephensons

Stephensons provides legal advice for all aspects of your personal or business life. By understanding your circumstances and keeping the red-tape to ourselves, we focus on efficiently delivering what you need, when you need it. Operating from a number of regional locations, we rank among the top 100 UK law firms and are one of the fastest growing practices in the north west. With over 400 staff, you can trust our specialists to take care of things on your behalf, always putting your best interests first. So, for legal advice and action the way you want it, just turn to Stephensons.