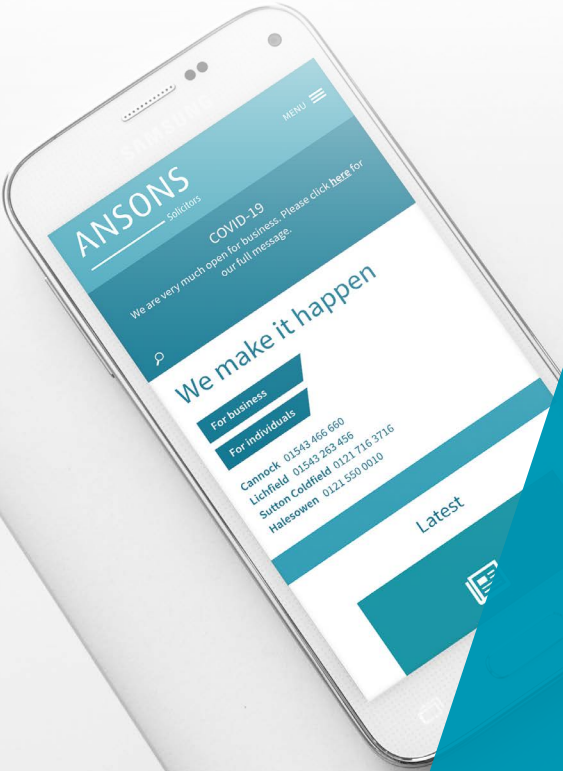


# Employment Law On Call



**ANSONS**  
Solicitors

[www.ansonssolicitors.com](http://www.ansonssolicitors.com)

# Solicitors who make it happen

## Introduction

Ansons On Call is our fixed fee retainer service for employers who require practical employment law advice, but want certainty regarding the cost.

We found that many existing employment law advisers simply tell their clients what they should not do. We wanted to design a service which focuses on the practical solutions to the problems and issues that your business faces.

The On Call service is intended to assist employers at an early stage with any employment law issues that arise, with a view to assisting them in running their businesses smoothly.

We can either act in a role assisting any in-house HR team with their queries, or can empower the directors and managers within a business so that they can manage the processes themselves, and give the peace of mind of knowing that they have support in undertaking such tasks.

In the event that a client engaged in our On Call retainer experiences any particularly thorny issues, we guide them through with a view to resolving the issue, and in doing so avoid, or at least mitigate the risks associated with employment tribunal claims which may follow. This allows a client to avoid time consuming and expensive litigation, the costs of which (even if they succeed in their defence) are unlikely to ever be recovered.



## What's included in the On Call retainer?

1. A direct employment law advice line (during business hours) to deal with any queries that you may have, with advice provided both over the phone and by email. Face to face meetings can also be arranged (subject to any social distancing restrictions in place at the time). Matters we could advise on include, amongst other things:

- Disciplinary and Grievance issues
- Absence management
- Maternity, paternity and adoption
- Redundancy issues
- Performance/capability matters, etc.
- Variations of contracts of employment
- Flexible working requests
- Discrimination issues and allegations
- Resignations

The advice line can be provided on a limited basis or an unlimited basis, to suit your budget requirements.

2. Preparation of any template documents that you may require, such as letters or notices. This may include, within the time allowed under the advice line above, the preparation of bespoke documents and templates, or the review of documents you have drafted in-house.
3. Review of any employment contracts that you have, and supply of new employment contracts that you may require;
4. Supply of a detailed staff handbook, and updates where necessary; and
5. Legal updates on the key changes in employment law which affect you.



## Costs and Membership Periods

The cost of membership will depend up the size of your business, and the level of service required.

Our limited advice line starts from the equivalent of just under £85 (plus VAT) per month, and the unlimited starts from the equivalent of just under £105 (plus VAT) per month.

Unlike most of the large corporate schemes, we do not lock clients in for excessively long periods. We instead prefer to work on the basis that clients will remain within the scheme as a result of the service received rather than because they are contractually obliged to do so.

On this basis, when a client joins the scheme they become a member for an initial 12 month period. The cost of the scheme is spread over the year, and is billed in equal quarterly instalments to assist cash flow.

After the initial 12 month period, membership automatically continues until cancelled. You are not tied to us for any extended period; we would only require 3 months notice to end the membership of the scheme at any time.

## What's excluded?

The scheme does not cover:

- Transactional work, i.e. buying/acquiring and selling/ disposing of any business or part thereof.
- Litigation or dispute resolution work in the pursuit or defence of any claim, whether before the Courts or the Tribunals. This includes any work on the enforcement of covenants and intellectual property, or the recovery of items.
- Detailed negotiation around settlements; whilst we can provide the basic agreements under the scheme, any work over that would be charged separately.
- Work outside of dealing with the Employment Law field.
- Attendance on site (for example to run a process, or to chair meetings etc.)

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## Get in touch

We hope this leaflet has offered you a valuable insight into the benefits of our Employment Law On Call service, and how Ansons can make it happen.

If you have any questions or would like more information on any aspect of the scheme, please contact [Jason Alcock](#), Director of our Employment Law team on [01543 267 196](tel:01543267196) or email at [jalcock@ansonssolicitors.com](mailto:jalcock@ansonssolicitors.com)



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