



Specialists in employment law

Backhouse Solicitors

The Sentinel Employment Protection Scheme

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An expert, fixed fee service protecting your business against employment disputes

An ever increasing volume of employment regulation coupled to an increased employee awareness of their legal rights has led to a steady rise in the number of employment claims being submitted to the Employment Tribunal Service.

To help businesses minimise the potential for employment disputes and their consequences we have introduced our SENTINEL employment protection scheme.

This fixed price service is designed to help you avoid employment disputes by ensuring your business operates to the best standards of employment practice and procedures. Legally qualified staff are on hand to provide advice to you by phone or email and we are committed to providing a speedy response to your questions.

Unlike many of our competitors we guarantee that you won't be dealing with a call centre, all of our staff are legally qualified and you can rest assured that you are dealing with a specialist, professionally regulated and fully insured firm of solicitors.

Flexible Options – You only pay for what you need

All businesses are different, so we offer two packages, both of which can be tailored with add-ons to fit your needs.

The Standard Package

- Includes telephone and email advice for up to ten hours per year
- Provides you with a standard employment handbook and contract of employment for your business
- Provides an annual meeting with you to discuss your business's employment needs
- Provides a quarterly "speed read" bulletin to keep you up to date on employment law changes in an easily digested format

The Premium Package

- Includes unlimited telephone and email advice per year
- Provides you with an employment handbook and contract of employment tailored specifically to your business
- Where necessary and reasonable, this will include preparing letters and documents for you

- Provides at your choice either three meetings with you a year to discuss your business's employment needs, or two meetings with you and one training session for you/your staff on employment law issues
- Provides a quarterly "speed read" bulletin to keep you up to date on employment law changes in an easily digested format

How much do the packages cost?

The cost of our Standard and Premium Packages is based on the number of employees in your organisation and is for a minimum period of two years. The cost can either be paid annually in advance, or spread over monthly instalments for your convenience.

Number of Employees in your business	ANNUAL COST (fixed fee ex. VAT)	
	Standard Package	Premium Package
1 -15	£1,000	£2,000
16 – 50	£2,250	£4,500
51 – 100	£3,250	£6,500
101 -150	£4,250	£8,500
151 – 200	£5,750	£11,500
200+	Contact us for a tailored quotation	

Your Choice of Add-Ons

The fixed packages will be all many businesses need each year. If however you require additional features or extra peace of mind, we can provide add-ons to meet your needs.

- **Defending Tribunal Claims** – the standard and premium packages do not include preparation or representation in Employment Tribunal claims as this may never be needed. If it is, we can provide fixed prices for all of the

preparation and negotiation work - for example £3,500 + VAT for an unfair dismissal claim. The cost of representation in the Tribunal will always be agreed in advance and will depend on the level of seniority needed – we can provide anyone from a trainee solicitor up to a senior barrister, but will keep things in-house where possible to save you money.

- **Legal Expenses Insurance** – if you would like complete peace of mind, we have partnered with Albion Legal Protection to offer an insurance policy which you can add to the Standard or Premium packages. For a very reasonable premium (based on your number of employees and annual wage bill) this will cover your legal costs and most Tribunal awards and settlements up to a limit of your choice (from £50,000 to £1,000,000) in the event of an employee bringing a Tribunal claim. Speak to us for more details on pricing and the qualifying terms and conditions.
- **Staff Training** – the Premium package includes a staff training session each year, however you may wish to hold more regular or multi-site training, or add training to the Standard package. We are happy to tailor any training to meet your requirements – please contact us for a bespoke quotation.

What isn't covered

There are several specialist areas which we do not advise on as part of the Sentinel packages, such as pensions advice, HMRC investigations or other statutory or regulatory body investigations, TUPE, restructurings and collective consultation; advice relating to individuals other than employees and workers or negotiation with Trade Unions. We may be able to assist on these areas outside of the scheme for an additional fee, however this will need to be discussed and agreed should the need arise.

Would you like to find out more?

To discuss anything you have read above, to arrange a purchase or simply to find out more about how we can support, advise and protect your business against employment disputes, please contact us:

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