



## Personnel Plus

### What is Personnel Plus?

In response to the growing pressures faced by employers resulting in an increased risk of expensive Employment Tribunal claims we are pleased to be able to offer our clients our Employer Protection Scheme — Personnel Plus.

The scheme has three core components:

#### 1. The Audit — (Health Check)

Watson Esam’s employment team will carry out a review of your current employment practices and policies and then provide a checklist of recommendations to put correct and compliant procedures in place, bringing you up to date with current legislation and helping to minimise the risk of a dispute and resultant claim arising.

#### 2. The Helpline — (Ongoing support and dialogue)

Unlimited telephone advice is provided by the employment team where disciplinary or grievance situations develop. Because we know you and your business and understand your specific needs, we can provide expert advice and guidance at the outset to allow you to take swift action and comply with the law in an effort to minimise the risk of a dispute and any resulting claim arising.

#### 3. The Insurance

Our scheme is backed by an insurance policy that will pay the legal expenses of an employment dispute, cover settlements and the cost of any award. This radically minimises your exposure and caps all of your employment and HR costs, giving you peace of mind. We are authorised to manage any dispute on your behalf by the insurers so you will be able to liaise directly with a member of our employment team.

Our scheme is unique as it is operated by members of our employment team, not a call centre. You therefore get to speak to and build a relationship with the team. We handle any dispute or claim automatically with the insurer in your best commercial interest.

### Watson Esam can also help you with

- Business law
- Employment law
- Family law
- Personal injury
- Claims and disputes
- Debt recovery
- Professional negligence
- Contested probate
- Bankruptcy
- Insolvency
- Property matters
- Charities/voluntary organisations
- Wills and trusts
- Probate
- Inheritance tax planning
- Powers of attorney



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