



## Info Sheet Disputes and Tribunals

At some stage, almost every employer faces the challenge of an employee dispute. In extreme cases these disputes can develop into full industrial tribunals, where outcomes can result in large and unnecessary costs to your business.

Unfortunately, EU employment law has leaned in favour of employee rights over the last 10 years and even the simplest of claims usually ends in mediation and an out of court settlement against the employer. These tribunals are also increasingly operating a “guilty until proven innocent” policy towards companies.

### How **HR Advantage** can help...

At HR Advantage we believe in preventative methods wherever possible. It's true that sometimes disgruntled employees are just impossible to avoid, but having the right documentation and procedures in place will often dissuade the continuance of any action.

### Features

- We work with you to get the right documentation in place for your business. This includes; Employee Handbooks; clear Contracts of Employment; and fully documented Disciplinary and Grievance procedures.
- We can help present these procedures to your staff and secure sign-ups to the procedures so there is a clear understanding of expected conduct.
- We develop an appropriate dismissal and redundancy policy. It is a badly defined structure in this area that provides opportunity for disputes to happen in the first place.
- We thoroughly investigate each issue to establish the best course for resolution.
- We document all incidents and provide advice on how to avoid the occurrences in the future.
- You continually have a team of experts on call for every eventuality.
- Our Disputes & Tribunals service can work hand-in-hand with our Redundancy solutions.

### Benefits

- Prescriptive assistance reduces disputes to an absolute minimum.
- Expert help is on hand as soon as an issue becomes apparent.
- Our specialist mitigation service ensures that a fast and clean settlement is achieved at the lowest cost.
- You retain insight on how the situation arose and how to avoid similar claims in the future.
- Employees feel more secure in their positions as they “know the score”.
- Potential problem employees are avoided as they will not sign-up to procedures that are robust.

For further information on this topic or any of our other services please contact us by telephone on **+44 (0) 1494 451681** or via email at [contact@hradvantage.co.uk](mailto:contact@hradvantage.co.uk)