



Info Sheet Employment Legislation & Guidance

As an employer, you will have noticed that, for the last 10 years, employment legislation in the UK and Europe has been growing. With each new directive compliance is more complex, and rather than simplifying the employment of people, the regulations simply seem to introduce more complicated procedures. Ultimately, fulfilling these obligations becomes a time consuming task which is not core to your company's activities.

The trick, therefore, is being able to put legislation into context quickly, being confident about what it means for your business and having the ability and support to incorporate it into your processes.

How HR Advantage can help...

At HR Advantage it's our job to keep up with the changing landscape, making sure that our clients are offered practical support and guidance at all times. Working with us ensures the following:

Features

- You are always up to date on Employment Law.
- You are always provided with best practise advice and guidance.
- Our support is tailored with specific relevance to your business and industry.
- We assist you in getting where you want be, as easily as possible.
- We provide ongoing and regular recommendations to streamline your HR function.
- We draft any disciplinary letters you require.
- Our consultants work with you to develop your contracts, employee handbook and company policies, and then we keep them up to date as changes occur.

Benefits

- You can rest assured that you are legally covered.
- You minimise the risk of employment tribunals.
- You are free to run your business leaving all your HR needs to us.
- Avoid unforeseen costs with fixed monthly rates.
- Your staff are confident that they are all on the same employment terms, therefore, they feel more secure.
- Your Employee Handbook is there for everyone's reference so no excuses for poor performance, i.e. sickness, lateness, etc.
- Clarity produces less wasted time and better performance.
- Less admin work results in the entire business being able to focus on profitability.

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