

**HR<sup>3</sup>**

Employment • Helpline • Insurance



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solicitors



**Employer Protection Scheme**  
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**HR<sup>3</sup>**

## The complete solution for employers

In the world of employment law things never stand still. As an employer, trying to keep up to date with changes in legislation is time consuming and a distraction from the real aim – running a business.

But a successful claim against your business could be extremely damaging, in terms of the financial cost and the reputation of your business.

And with the growth in employee litigation and increasing levels of award - getting it wrong can be costly.

That's why Napthens has created **HR<sup>3</sup>** – incorporating the unique *iToolkit* with 24 hour online support. **HR<sup>3</sup>** is the complete solution for employers, allowing you to manage your employment risks cost effectively.

## HR<sup>3</sup>

### Advice when you need it

There are **3 levels of service** available within **HR<sup>3</sup>**, enabling you to select the level of support that is right for you and your business.

#### iToolkit

We will carry out a comprehensive review of your standard contracts of employment, company handbook, policies and procedures, drafting new ones where necessary. We will update your documents when there are any changes to the law.

Enjoy 24 hour access to our unique *iToolkit* - an online resource giving **HR<sup>3</sup>** subscribers access to fact-sheets, HR Managers' guidance notes, precedent documents and letters. Receive regular news and e-updates on employment law issues and invitations to free seminars during the year.

**LEVEL 1**



#### Helpline

Some employment law issues can be sensitive, and some can 'blow up' suddenly. You might need immediate advice in order to fully understand your position and to talk through how to handle a situation.

This package provides all the benefits of level 1 plus access to our dedicated **HR<sup>3</sup>** telephone helpline. Your enquiries will be dealt with by a specialist employment lawyer, either by phone or in face to face meetings as preferred.

**LEVEL 2**



#### Insurance

Additional peace of mind with effective risk management – indemnity against awards of compensation and legal fees up to £100,000 per claim and £1m per year.

Includes H&S insurance which indemnifies companies against prosecutions under Health and Safety legislation.

**Plus all the benefits of level 2 service.**

**LEVEL 3**



## HR<sup>3</sup>

### Powerful solutions

- Effective management of potential employment law claims - allows you to minimise risk
- Reduced management time and costs by handling disputes in a correct and effective way
- Fixed fee pricing with no surprises or hidden costs
- Assistance to ensure that all your employment documentation is in order
- Direct contact with our team of employment lawyers who will provide one-to-one advice through our telephone helpline
- 24 hour access to support and resources through our on-line *iToolkit*
- Full representation at an Employment Tribunal by one of our employment lawyers
- Indemnity against awards of compensation and legal fees up to £100,000 per claim and £1m per year
- H&S insurance, indemnifying companies against prosecutions under Health and Safety legislation



**HR<sup>3</sup>**

## A fixed fee solution

Here at Napthens we recognise that you need expert advice when it comes to employer/employee relations. We also understand that you need to carefully manage your budget for these legal services. That's why **HR<sup>3</sup>** is precisely tailored to the size and the needs of your business.

It has been designed to give employers a fixed-cost, anxiety-free solution to the risk of employment law litigation.

**No surprises – and no hidden costs.**



**napthens**  
solicitors

## Find out more

To discuss how HR<sup>3</sup> could help you and your business, please contact:

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