



Employment Law & Health and Safety

SD Worx HR Consultancy Service

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Employment Law Service

Outsource the risk of employment law compliance.

Overview

Employment law can be a complex area for any business to cope with. Even organisations with in-house HR departments welcome the opportunity to consult with legally trained experts from time to time and confirm that there is no new case law or precedent that might affect their advice to the business.

One of the reasons that this service has become increasingly popular with our clients is because of the extensive and comprehensive cover it gives organisations, even where vexatious claims are made.

The Employment Law service provided by SD Worx is via our partner Ellis Whittam, the UK's leading quality-based employment law and indemnification service. Ellis Whittam prides itself on a business friendly and proactive service, which offers practical solutions.

Benefits

Service highlights include:

- Truly unlimited, 24/7 support for a fixed fee
- A dedicated, legally qualified Employment Law Adviser who gets to know you and your organisation
- Preparation of bespoke Employee Handbook and Contracts of Employment to ensure legal compliance
- Your Adviser drafts your letters and documents rather than just advises
- Support with all your challenges including disciplinarians, grievances, dismissals, attendance, performance, maternity, TUPE, redundancy and much more.
- Legal Expenses Insurance covers the cost of defending Employment Tribunal claims and any awards (£150,000 per claim and £1 million in any one year)
- Access to a comprehensive online information resource which also allows you to retrieve all advice given to you by your Employment Law Adviser
- Access to a powerful online HR tool to manage absence, holiday, performance and much more
- Regular bulletins, webcasts and proactive support

Contact us today

To talk to one of our consultants, call us on 0800 0482 737, or email us at info@sdworx.com

Health + Safety = Peace of Mind.

Keeping your business compliant with ever-changing Health & Safety legislation is a worry you can do without. With SD Worx's Health & Safety Service, you gain the peace of mind that comes with legal compliance and fixed cost.

The minute you become a SD Worx customer, you will benefit from unlimited Health & Safety policy advice and 24/7 assistance. We will work alongside you to ensure that you are always compliant with the latest legislation, and we guarantee that within 35 days of you joining us, you will receive a complete General Risk Assessment and a thorough review of your existing procedures.

Within 10 days of our visit, a written report will be sent to you to confirm the outcome of your General Risk Assessment.

We will:

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- Highlight the risks and hazards
 - Prioritise the tasks that need action
 - Identify existing safe working procedures
 - Detail required safe working procedures
 - Identify specific risk assessments required
 - Highlight any necessary training
 - Detail further action that is required

After we have performed your General Risk Assessment, one of our Health & Safety consultants will visit your premises again and spend half a day with you going over the systems and procedures set out in your Health & Safety System. We will confirm the organisation and delegation of duties and obligations, and give guidance on detailed risk assessments.

Competent Person

Health & Safety legislation requires that you appoint a competent person who ensures that you meet safety obligations. SD Worx can help you by acting as your competent person.

Annual Review Audit

You will receive an annual review audit after 12 months (and annually thereafter). We will visit you at your premises.

We will:

- Review compliance with procedures put in place
- Ensure that documented procedures have been kept up to date
- Check the statutory records
- Audit the workplace
- Include any changes to your legally required documentation, if necessary
- Discuss all findings

When we have completed the annual review audit, you will receive a written audit report along with updated documentation.

Payment of Prosecution Defense Costs

We insure you against the risk of any Health & Safety prosecution made against you, covering the legal costs of your defence up to £150,000 per claim or £1,000,000 per annum. We will also liaise with enforcing authorities if they take any Health & Safety related action against you.

Practical updates

We will provide you with regular Health & Safety law updates that affect your business. We have a proactive approach, if it affects your business, we'll make sure you know.

Health & Safety Emergency

In the event of an incident or an accident, we will protect your interests by managing the necessary actions.

You have a legal responsibility to comply with all aspects of the Health & Safety at work regulations, and SD Worx will help you do this, with an efficient, prompt and thorough service that is always both practical and accurate.

Contact us today

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