



VISION

employsure:

assured, managed HR and H&S assistance



effective management of Human Resources and Health & Safety, with balance sheet protection against costs incurred and awards made in the event of an employment dispute

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Should your business have to defend itself against an employment tribunal claim, are you confident that your company has the means to pay the defence costs and any tribunal awards made?

As an employer you have a duty to be compliant with Statutory Employment Legislation; alarmingly few employers would be found compliant. This leaves an employer's balance sheet highly exposed by this major business risk.

Throughout the UK there is an employment tribunal claim made every 5 minutes.

Employers now face a far greater risk of damaging employment disputes than their existing risks such as a fire or theft. There has been a 15% increase in tribunal claims in the past year and an increase of 26% in respect of multiple-employee claims. In fact with the exception of race discrimination, all claim types showed an upward trend, with equal pay claims showing a staggering 155% increase.*

Most businesses are unaware that the maximum compensatory award for unfair dismissal increases annually and currently stand at £66,600* and that there is no limit for the many and varied forms of discrimination claims. Does your business have the means to pay such an award as well as the expensive legal costs?

As an employer the onus is on you to defend yourself and prove your innocence.

(*statistics released by the Tribunals Service Sept 2007).

The cost of preparing for and representing your defence in a tribunal, for even a one day hearing, can exceed £5,000. If you were to be successful in defending your case, there is little chance of recovering your costs. Your business is exposed, regardless of the outcome.

Employment Law has become a major headache and has significant implications for Directors, Business Owners and Management which can be a major distraction, tying up important and valuable management time

Employment Law is a minefield; even some of the largest companies with enviable HR Resources struggle to keep up with best practice and the complex and frequent changes in legislation.



Is it not surprising that more businesses are choosing an outsourced HR Service?

Choosing the right service for your business is an important decision. What does your business require to give you peace of mind?



If you could design the perfect HR Service for your company, what would it look like? What ingredients would you choose that would offer both affordability and security?

A qualified local HR consultant:

- with whom your business could build a strong working relationship and who would become familiar with your business,
- who would visit your offices to conduct a comprehensive Corporate HR Health Check, which would be followed up by tangible, pragmatic advice,
- who would review and rewrite your existing employment contracts and employment manual in line with the current statutory legislation and keep you up to date as the law changes,
- who you could contact for advice when it is required, safe in the knowledge that you are receiving expert advice,
- who is highly experienced in resolving employment disputes, should they arise, and who will handle and defend a claim in the event of an employment tribunal.

A comprehensive web-based HR and H&S resource accessed at www.employsure.co.uk, including documentation and templates for your business.

Should a claim arise, a service that provides insurance, which would pay your company's defence costs and any tribunal awards. In addition to defending you, a service that could allow you to pursue your business protection rights against employees in breach of reasonable protective covenants.

A service that provides insurance, which will cover the cost of expert representation in the event of a HSE investigation.

The insurance protection would be provided by a FSA regulated UK insurer with the policy in your name rather than the name of a service provider. This is an important safeguard and provides you with the added comfort of UK policyholder protection rights.

A fixed cost, budgeted HR and H&S business protection package at a cost that is significantly lower than employing your own expert advisors.

A service such as this can be found

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employsure:

A superior service designed to meet the challenges facing today's employers

assured, managed HR and
H&S assistance at an affordable,
budgeted, fixed cost

An outsourced service that offers genuine expertise with the added assurance of comprehensive insurance protection.

Contact us now before your business becomes another employment claim statistic.

For further information visit our website or contact Vision Risk Management on 0845 625 0626

www.employsure.co.uk

<http://www.employsure.co.uk>

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Vision Risk Management, 4th Floor, 11-12 Queen Square, Bristol. BS1 4NT

Tel: +44 (0)845 625 0626 Fax: +44 (0)117 376 3205

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