



TOWN GATE HR *from Phillips*

Are you tired of non-qualified employment consultants telling you how to run your business?

Would you be shocked to know that private communications between you and HR companies are disclosable to your employees under a subject access request? Now is the time to take back control and protect your business from employment litigation risk with **Town Gate HR**.

At Phillips Solicitors we put our client's business decisions first, providing high quality advice from qualified lawyers and practical solutions to quickly achieve your aims. We understand that many businesses who have signed up to lengthy contracts with employment consultancy firms have found out that they are extremely restricted as to what they can and can't do and that their hands are tied trying to comply with the service providers business model rather than their own. Employers are often required to speak to a number of different 'advisers' so they do not receive consistent tailored advice. It is also of concern that any such communications sent between employers and unregulated employment consultants are not privileged and can therefore be disclosed in tribunal or court proceedings.

Phillips Solicitors are proud to introduce our solution to this problem, **Town Gate HR**. This new HR service is provided on a pre-agreed low fixed monthly payment for 12 months. Less expensive than employing a professional HR person and competitively priced, **Town Gate HR** offers your business the following benefits:

- unlimited access to tailored contracts, handbooks, policies and procedures
- day-to-day telephone/email access to qualified and experienced employment lawyers for advice
- support in dealing with grievances, disciplinary and sickness absence processes
- redundancy and dismissal procedures
- drafting letters and meeting scripts to support managers
- negotiating exit packages and drafting settlement agreements

At **Town Gate HR** our advice is always bespoke to suit your business requirements, from qualified employment lawyers, protected by legal privilege and we can offer our clients the best legal solutions for their employment problems in line with their business needs. We pride ourselves on being completely transparent when it comes to our fees and we can also offer pre-agreed fixed fee pricing for additional work, such as management training, handling appeal hearings, drafting contracts, staff handbooks and policy documents and defending tribunal or court proceedings on your behalf.

If you wish to register your interest in **Town Gate HR** or you have an employment issue that you would like to discuss with us, call or email one of our employment lawyers today:

- **Gill Brown** direct line 01256 854605 email: gill.brown@phillips-law.co.uk
- **Karen Bristow** direct line 01256 854670 email: karen.bristow@phillips-law.co.uk