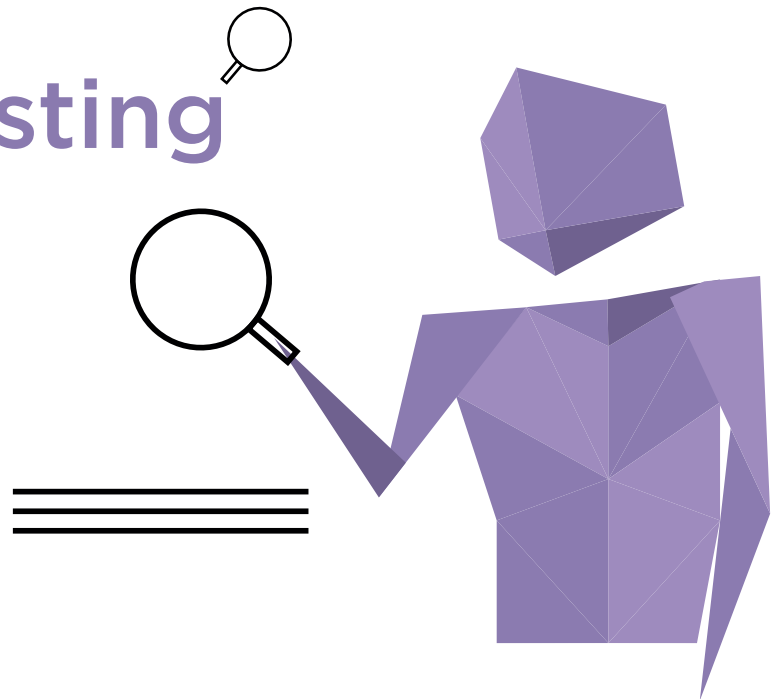


Review existing contracts



Your employment documentation needs to comply with the law and HR best practice otherwise you leave yourself exposed to claims against you. We help you keep up to date with current law and best practice throughout.

Employers have a legal duty to give employees and workers details of certain terms relating to their employment in writing no later than the start of employment. From the start of your BLHR agreement we will ensure your employment documentation, including any handbook and policies, are legally compliant and in line with best practice.

If we suggest any changes you want to implement we will provide template documents for you to use and will support you through introducing any changes to your existing workforce.

Throughout your agreement with BLHR we will monitor any new legislation and case law and suggest to you updates to your contracts.



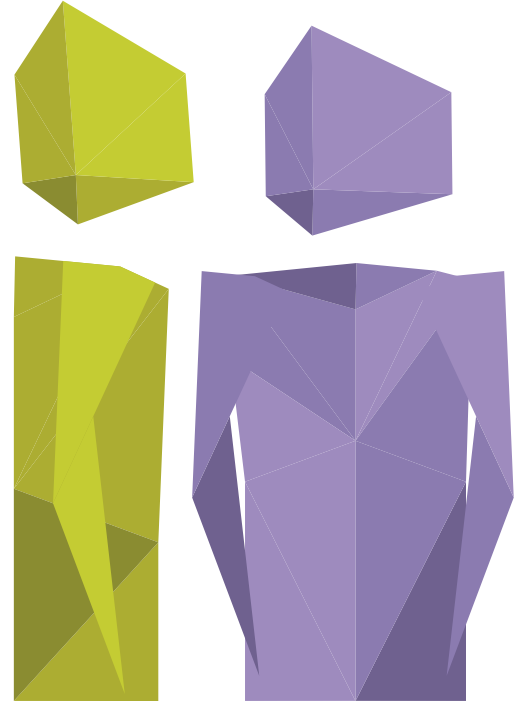
Julie Temple
01206 217318
julie.temple@birkettlong.co.uk

birkettlong.co.uk

HR & employment law advice



We provide you with advice, support and guidance for your employee challenges; your BLHR team can help with a grievance or a disciplinary matter, a concern about capability or an absence, a query about rights to time off or a business restructure and much more.



The specialists in your BLHR team take the time to get to know you and work alongside your organisation and team. As we know your approach, our advice is fast, pragmatic and tailored. You can contact us as much as you need by telephone, email or videoconference.

If you need to check something or download a draft document you have access to myBL, a self-service online resource, giving you access to a range of guidance, template letters and documents as and when you need them. If you still need help and support, or just want to chat something through, your BLHR team is there.



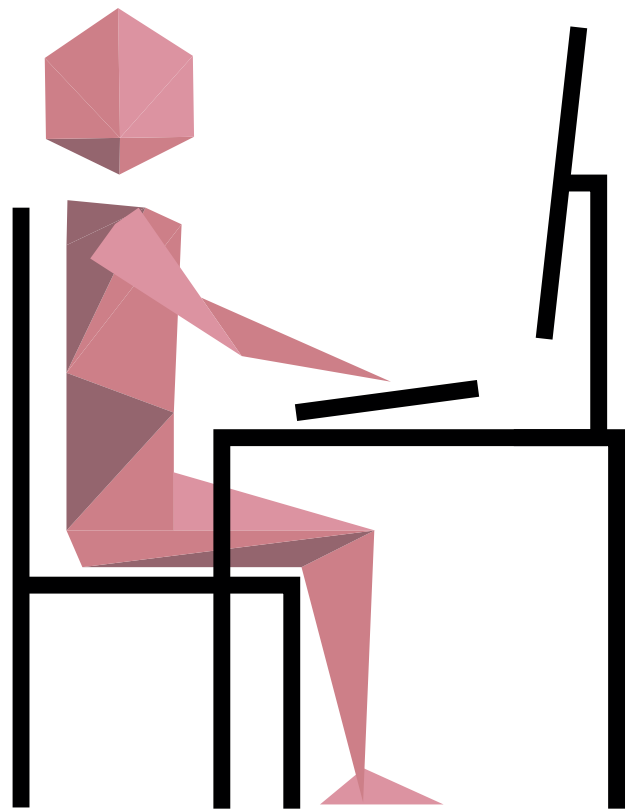
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Templates & guides

As a BLHR client you will be given access to myBL, templates and guides at your fingertips 24/7

MYBL



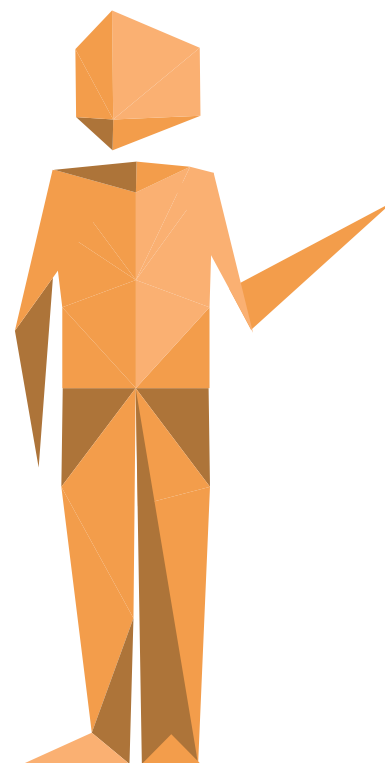
myBL is an online resource which includes guidance and template letters that you can download as a starting point – you can be sure the legal points are taken care of and you don't have to reinvent the wheel each time. You can also contact your BLHR team member and they will be happy to review or draft anything you need for your particular employee challenge.



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Training & performance management



We understand that keeping up to date with legal obligations and best practice can be difficult and, without the right support, often confusing.

We host a range of events and presentations throughout the year to ensure you are kept up to date. Led by employment law and HR specialists, our events discuss urgent news that matters to you including case law and changes in legislation, the impact this has on you and your business and the processes and procedures that need to be put into place.

Need bespoke training, delivered in person or virtually? We can help. Offered as an add on service, our suite of employment law courses is designed to provide anyone managing people with concise and easy to follow training, which they can apply outside of the classroom. Whether you're wanting a refresher, or looking to upskill managers, we will discuss your requirements before

identifying which course meets your needs and matches your business objectives.

Our courses include management of poor performance, discipline and grievance procedure, capability, equal opportunities, preventing harassment and bullying, TUPE, leadership training, mental health awareness training and restructuring and redundancy.

Read our testimonial from Rose Builders: "Our recent 'Managing Misconduct' training session was a huge success, I have never had so much positive feedback from a training course! Being able to watch different scenarios being played out really helped our managers understand the topic and how it affects their roles and responsibilities."



Julie Temple
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