

( Expert Advice )

Protecting  
Your Business

( REAL LAWYERS OFFERING REAL ADVICE )

Canter Levin & Berg Employment Solutions  
Call us now for a free consultation on:

**08000 832 832**

[enquiries@clbemployment.com](mailto:enquiries@clbemployment.com)  
[www.clbemployment.com](http://www.clbemployment.com)

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Your Business

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Canter Levin & Berg Employment Solutions



Bringing together all aspects of Canter Levin & Berg Employment Solutions in one comprehensive package

Contracts of Employment | Disciplinary Hearings | Discrimination | Equal Opportunities  
Flexible Working | Grievances | Recruitment  
Maternity Leave | Redundancies  
Retirement | Sickness Absence | Tribunals  
TUPE | Unfair Dismissal | Wages Disputes

# (About Us)

Canter Levin & Berg Employment Solutions provides a comprehensive and cost effective employment law and human resources solution for UK employers.

Designed and operated by Canter Levin & Berg Solicitors, we act for organisations nationwide. Our unique proposition has always been to deliver a prompt, efficient, and personal service to our subscribers through the provision of direct access to our qualified lawyers.

Our product has a clear focus on providing businesses with a solution that they can trust. Our processes are easy to use and effective and we guarantee a full response to any enquiry within 24 hours.

Our team comprises only qualified employment lawyers who ensure that your business is being guided and supported by the latest and most efficient employment law resources at all times. You will not be put through to a call centre.

## Real Expertise

*We have a great deal of experience in dealing with complicated employment law issues. Canter Levin & Berg has been providing specialist employment law services to employers for over 30 years so we've seen and dealt with most employment scenarios*



# MEMBERSHIP PACKAGES

from just

**£49 per month**

(basic web package)

or

**£99 per month**

(with direct solicitor support)

## Comprehensive and Cost Effective

Our bespoke service packages help ensure that your business is protected from risk by access to qualified employment experts who make it their business to know your business.

Whether you require the security of an expert point of reference or you want to get your documents, policies and procedures up to date and compliant, our end-to-end solutions provide a comprehensive and fixed price offering aligned to your individual business requirements

### Key Features

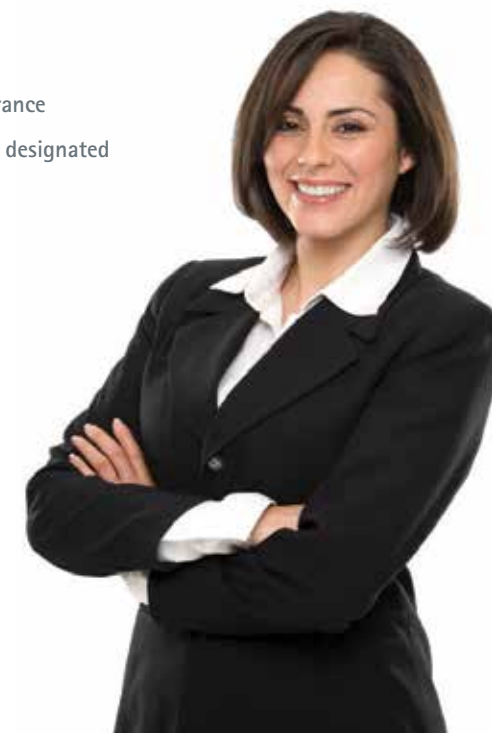
- dedicated employment lawyer with 'direct dial' access
- handbook and documents tailored for your organisation
- comprehensive online resources
- monthly e-newsletter
- insurance against costs and claims (from just £40 per month)
- fixed monthly inclusive prices starting from £49 per month
- no call centres

## Direct Access to Specialist Employment Lawyers

Our bespoke service brings together all aspects of CLB Employment Solutions in one comprehensive package. The service has been created to ensure that you are completely covered in all areas of operation. You will be provided with:

- a dedicated employment lawyer assigned to your business to review existing employment practices and procedures
- preparation of contracts of employment and related documents
- employment handbook written for your business
- (optional) health and safety system (complete check of your organisation)
- online comprehensive database of information including over 200 standard letters and contracts
- monthly e-newsletter
- online blog
- (optional) legal expenses insurance
- 1-2-1 telephone contact with designated employment lawyer

Completely covered in all areas of operation



# ( Insurance Cover )

## – For That Added Peace of Mind

Although our aim is to provide the very best preventative advice, no matter how well prepared you are, statistics show that you are likely to face employment law claims.

Canter Levin & Berg Employment Solutions subscribers have access to a leading legal expenses insurance policy which covers costs and awards of compensation at an employment tribunal. Competitively priced cover is available providing protection of up to £100,000 per claim, £1,000,000 aggregate per annum. Rates start from just £40 per month (plus IPT).

As tribunal awards continue to increase year on year this represents a sensible option for every business.

Protection of up to £100,000 per claim, £1,000,000 aggregate per annum.



This fixed price supplement to Canter Levin & Berg Employment Solutions is available from as little as £110 per month.



# ( Specialist Services )

## – Health and Safety

Employers are responsible for the health and safety of their employees and others, such as customers and suppliers. An effective health and safety policy can pay for itself by preventing or minimising the impact on the business of incidents, accidents, illness and bad publicity.

Your responsibilities include creating and operating a clear health and safety policy; meeting the minimum workplace standards for health and safety; adequately recording and reporting accidents or incidents and carrying out risk assessments

### Expertise that counts

Through our health and safety partners we have the appropriate expertise to deal with all compliance sectors from low risk office environments to high risk chemical plants.

We provide:-

- a thorough health and safety audit and production of a written report on compliance with health and safety law
- production of a health and safety plan
- a customised health and safety employment handbook
- relevant documentation templates to maintain records



# ( Our People )

We have a great deal of experience in dealing with complicated employment law issues. Canter Levin & Berg has been providing specialist employment law services to employers for over 30 years so we've seen and dealt with most employment scenarios....

As one of the leading employment law teams in North West England, our lawyers bring a wealth of experience which delivers a comprehensive employment law service of the highest standard.



( Martin Malone ) [martinmalone@canter-law.co.uk](mailto:martinmalone@canter-law.co.uk)

Martin is a Partner in the Firm and has over 20 years' experience dealing with a wide range of employment disputes. He combines his experience in employment law with insolvency, intellectual property and company/partnership disputes.



( Katharine Kelly ) [katharinekelly@canter-law.co.uk](mailto:katharinekelly@canter-law.co.uk)

Katharine studied Law at the University of Liverpool and thereafter at the College of Law, Chester. Katharine is experienced in giving advice to companies concerning starting out in industry and reorganisation and can draft a wide range of company documentation in accordance with the individual needs of the business. She specialises in providing comprehensive employment law support services for SMEs.



( Sean Carty ) [seancarty@canter-law.co.uk](mailto:seancarty@canter-law.co.uk)

Sean studied Law in Belfast graduating in 2005, progressing to attain a Masters degree in Law in 2006. Making the move to Chester, Sean completed his Legal Practice Course at the College of Law in 2007.

He has experience in all areas of employment law though specialises in Employment Tribunal litigation. Sean has particular expertise in dealing with complex discrimination matters, business reorganisation and redundancy, and unfair dismissal.

# The Packages

– Just right for your business

## MEMBERSHIP PACKAGES

from just

**£49 per month**

(basic web package)

or

**£99 per month**

(with direct solicitor support)

We have packages and corresponding prices which are tailored to suit small, medium and larger businesses. We're confident that we won't be beaten on price for the extent of resources available and taking into account in particular that our services are provided by fully qualified employment lawyers.

### Our basic web access package costs just £49 plus VAT per month

This provides you with access to our extensive database of draft contracts, letters, policies and procedures as well as detailed guidance notes and monthly employment law email newsletters.

### Our services with direct solicitor access start from just £99 plus VAT per month

Insurance cover for legal costs and compensation starts from just £40 per month (plus IPT). Our bespoke service is tailored to match your specific requirements from the following features.

#### All full subscriptions include the following services:

- Unlimited advice from a dedicated employment lawyer with 'direct dial' access
- Monthly employment law updates and online blog
- Full access to extensive online legal resources
- Onsite audit and preparation of a written report
- Preparation of bespoke contracts of employment and related documents
- Bespoke employment handbook written for your business

#### If you wish, you can customise your subscription by adding any of the following options:

- Service review meeting - annual, bi-annual or quarterly
- Emergency call-out for redundancy and TUPE
- Emergency call-out for any client requirement
- Bespoke employment law training sessions - annual, bi-annual or quarterly
- Mediation, investigation and support for serious cases
- Account managed by Partner or Head of Employment Law

Our portfolio of clients is both impressive and wide ranging. We work with clients in both the public and private sectors; from SME's with only a handful of employees to large, complex, multi-site organisations with large workforces and a variety of HR, Health and Safety and Employment Law requirements.

Take a look at some of our work....

# Our Clients

– Testimonials

Jim Crook – Managing Director – Blue Orchid

CLB have been with us all the way in helping us understand and navigate us through complex employment law issues. A combination of practical advice and support in preparing for employment related issues has helped us speedily overcome problems before they escalate and save us substantial amount of time and money.

Kristine Gallagher – Group HR Manager – Hobs Reprographics Plc

The level of support we receive from the Employment Solutions Service at Canter Levin and Berg is first-rate. The team fully understands our business needs and provides prompt, helpful and professional advice bespoke to our requirements. Their support and assistance has been invaluable. Without reservation I would recommend the Employment Solutions Service from Canter Levin and Berg.

Brendan Farrell, Head of Human Resources, St Helens Council

St Helens Council have been greatly impressed with the approachable nature of Canter, Levin & Berg and their responsive attitude in terms of sound and pragmatic legal and procedural advice. The Council's representation at Tribunals has been conducted, with the thorough professionalism we would expect. The Council has benefited from the advocacy skills which underpin the experience and reputation of an organisation such as Canter Levin & Berg."

Bill Hughes – Quality Consultant – TBR Contract Services Ltd

We have had a working contract with Canter, Levin, Berg for a few years now and, for a relatively small company, have had more than our fair share of HR issues, particularly TUPE, several redundancies and one or two under-performing staff.

We have always found the advice given by the company, and Katharine Kelly in particular, to be sound, up to date and given within quick response times. Having followed the advice given, we have never found ourselves in the position where an employee has taken any issue any further. This has helped us to move the business forward in the way we would wish.

We would recommend CLB to any company looking for excellence from their HR services provider.