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GORVINS
SOLICITORS

EQUATION

The perfect resource for human resources.

It is easy to feel like you are in a maze when it comes to employment issues. Yes, there are regular European directives and yes, UK legislation is constantly changing. But always remember, help is at hand.

Gorvins are trusted commercial advisors, experts in employment law. We take our clients' problems and provide solutions. We understand every issue they face, and we know how to identify and head off potential problems before they arise.

Equation: the complete solution.

To meet our clients' employment law needs, we developed Equation. What this means for you is simple: you have a personal employment law solution, tailored to your precise requirements.

The key features of Equation include:

Helpline – A direct line to your own dedicated lawyer who'll provide the support and services you need. Rest assured, your lawyer will know your business inside and out, ensuring that you receive a consistent, comprehensive and seamless service.

Audit – We'll give your employment documentation, policies and procedures a comprehensive review to make sure that they meet all current and proposed legislation. Your Audit report will identify any issues and risks facing you and your business, as well as advising you of any necessary or recommended changes.

Update – We'll make sure you're aware of new and changing legislation.

The Equation Update highlights areas of your business that need attention and recommends appropriate changes to keep you fully compliant.

HR Management – Despite the best systems and procedures, HR issues will occasionally arise. When they do, Gorvins' Equation offers the advice and assistance you need, from preparing for and attending disciplinary hearings to drafting written warnings and dismissal letters.

Claims Handling – Even when procedures have been followed correctly, employment claims remain a risk. If you receive a claim, we'll deal with it efficiently, sensitively and commercially, achieving the best possible outcome whilst leaving you free to concentrate on running your business.

Training – It's essential that employers understand their legal obligations and keep abreast of developments in employment law. Equation Training offers regular employment law updates and invaluable seminars for you, your managers and senior employees. And as some issues are more relevant to your business than others, we can also deliver tailored internal training on subjects you'd like to know more about.

Insurance – We offer options to reduce your business' risk, from comprehensive cover that meets the costs of defending and settling any employment claim to limited cover protecting you only from major claims. We are not tied to any one insurance company, so we give you a flexible approach and the best rates in the market.

You only pay for services you need

Equation is not a one-size-fits-all solution. We'll come to your place of business and get to know you. We'll talk about your needs and your budget. Then we'll tailor Equation to your business' exact requirements, so you'll only pay for the services you need.

We're ready to help you.

To discuss your employment issues and what we can do for you, call **Nigel Crebbin** on **0845 6347 999** or visit **www.gorvins.com**.



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