



Kemp Jones Employer Protection Scheme

Cost effective legal support for your business
Protection against legal fees and awards
arising from claims by employees

Find out more:

01202 651293/4

www.kempjones.co.uk

Kemp Jones
Solicitors



Employment Law Specialists

The problem

As a business and an employer you want certainty regarding your employment law costs. But, you cannot predict what issues and disputes might arise and when (a new claim against an employer is filed at the Employment Tribunal every 5 minutes!).

Taking legal advice on day-to-day issues is expensive.

Defending Employment Tribunal claims is even more expensive and awards/settlements can be high.

The solution

Our Employer Protection Package.

If your priority is balance sheet certainty we can provide you with a comprehensive package at a competitive fixed cost.

The package includes:

- Fixed monthly payments in respect of day-to-day legal advice and support
- Insurance against legal expenses and awards in the event of a claim
- Representation by Kemp Jones in the event of a claim
- Audit of your employment contracts, policies and procedures
- Telephone helpline – provided by Kemp Jones not a call centre!
- Monthly employment updates

The cost of the package will depend on a number of factors including the size of your organisation and claims history.

If you have any questions regarding the Scheme or would like to discuss your specific requirements please contact us (contact details on reverse).



Pitfalls to watch out for when choosing employment insurance packages

The protection offered by many employment insurance packages is often illusory rather than real. Here are a few examples of the pitfalls with such packages.

- Restrictions – the headline sums insured may look good but the cover often excludes major areas of cost such as awards for Discrimination (Discrimination awards can be unlimited and are one of the fastest rising areas of claims against employers).
- Long term lock-in – many packages tie you in for 3, 5 or even 7 years. With Kemp Jones you are only ever committed to one year at a time and, if we ever underperform, you are free to replace us.
- Call centres – you speak to a different person every time you call. The absence of continuity and the variety of advice can lead to frustration and mistakes.
- “Reasonable prospects” at all times – with many packages, if you don’t have reasonable prospects of success, the insurer won’t cover you. You have paid your premium but you have no cover if there is a claim! Even if you are covered to begin with, cover might be withdrawn if new, adverse evidence arrives part way through a dispute. With Kemp Jones you can choose this type of “reasonable prospects” policy or, if you want a higher level of protection, an “absolute” policy is available (an additional premium will be payable)
- Defence costs only – this feature in some policies means that awards of compensation (which are not ‘costs’) are excluded, meaning you have to write a cheque if the case goes against you.

If you want to avoid pitfalls like these and require real (and not illusory) protection and real value for money please contact us for details of the Kemp Jones Employer Protection Scheme.



Contact us

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