



## Employment law & Personnel Services

Given the huge burden of increasing employment legislation and the resultant explosion in Employment Tribunal cases in recent years, the pendulum of UK and EU legislation has swung inextricably in favour of the employee. The situation is compounded by the fact most employers simply do not have the time or resources to keep abreast of legislative change.

**What protection can therefore be afforded you, the employer?**

**Our Employment Law Service includes -**

- **A Unique System.**

Employer-specific Contractual Terms and Conditions tailored around the Client's needs.

- **On-site annual reviews.**

The only practical way to ensure that your Contracts and Systems are up-to-date.

- **24-Hour telephone advice.**

Using a dedicated Support number, all advice is dispensed by legally-qualified Lawyers with an empathy in the day-to-day running of any business, large or small.

- **Indemnity Scheme.**

All advice is backed by our Indemnity Scheme which covers any Employment Tribunal awards and costs incurred.

- **Training Provision.**

mhl periodically run training seminars for Employment Law and topical matters

- **Frequent updates.**

Regular newsletters are sent to Clients keeping them informed of upcoming legislation changes.

- **Documentation.**

Associated documentation such as disciplinary letters etc can be properly drafted by mhl as required.

- **Tribunal Representation.**

In the unlikely event that an mhl Client should incur a tribunal, they are represented from start to finish by one of mhl's vastly experienced Lawyers.



## Health & Safety Law Services

If your company has five or more employees then you have a statutory duty to ensure that a recognised Health & Safety Policy is implemented.

This incorporates regular inspections undertaken by a 'competent person', Risk Assessments and consultation with employees.

**mhl support ltd can assist you with all this and more.**

Our Health & Safety Service includes -

- **A Unique System**

mhl support will ensure that your system reflects your company's requirements fully whilst still being easy to comprehend and maintain.

- **Initial and Implementation Visits.**

An initial visit enables your consultant to draw up a Health and Safety System to suit your company needs. Following this, the Implementation Visit includes training on the methods needed to maintain your System effectively.

- **On-Site Annual Reviews**

The only practical way to ensure that your system is being implemented correctly and all of your documentation is kept up-to-date.

- **Frequent updates.**

Regular newsletters are sent to Clients keeping them informed of upcoming legislation changes.

- **Guarantee**

In the unlikely event of the HSE taking legal action against an mhl Client, we offer a Guarantee of Best Advice which is backed by a captive Indemnity fund which will provide for the cost of defending HSE Prosecution.

- **24-Hour Support**

Expert advice always available when you need it, whether at the end of a telephone or in response to an email.