

Employment Law for Employer FAQs

What do Business Protection services cover and how beneficial is it for my business?

Our team of employment law experts makes sure your business is being protected at all times against any threat, challenge or crisis related to your employees. We support the legal aspects of your business including employee contracts, handbooks, HR documentation (appraisal, absence and disciplinary procedures) along with health and safety policies. We also conduct annual reviews of your employment contracts to ensure alignment with the latest legislation.

Our comprehensive employment law service differs from any other competitor's and adds value to our client businesses since we offer them a dedicated legal expert, available whenever needed and at no cost. This ensures comfort and security as we save them valuable time, money and resources instead of dealing with their employee matters by themselves. We also find the root cause of any problem that may arise, preventing its reoccurrence.

Why do policies need to be in place?

All your HR policies and related documentation establish the legal part of your business, which directly affect your employee relations. We review and redesign your existing guidelines and procedures on managing your staff, providing a safety net for you and avoiding any misunderstandings. Clear contracts, safety procedures, employee handbooks, fine-tune business operations. The shield of our overall law protection prevents things from getting out of hand, averts employee crises, manages conflicts more effectively and protects your employees while safeguarding your business. Work is not disrupted by time-consuming tribunals; you stay focused on your core business and maintain a staff that is completely content, protected, and productive.

MIT ensures the protection of my business. What about my employees?

Your employees are already being protected and assisted by MIT. You can focus, without any interruptions, on boosting employee engagement and skyrocketing your business growth. Run your business, as usual, while we advise you (at no cost) on handling all employee-related matters, including employee crisis management, through a phone call or onsite visits. Remember, when it comes to your employment contracts, nothing changes at all. Moreover, employees will know what is expected of them and their employer only if clear policies and procedures are in place, minimising the risk of a crisis.

What services do you provide if I am summoned to a tribunal?

If you are summoned to a tribunal, we can represent and defend you with supporting evidence against your case. Essentially, we prepare everything for you. By ensuring that all of your legal documentation is in place, the chances of being summoned to employment tribunals are minimal. We protect you from compliance risks associated with employee relations. Furthermore, we secure your business while ensuring massive savings compared to other providers. For example, if you have an employee that takes you to an employment tribunal, the average cost to the client throughout the entire process is approximately £20,000. Our clients' profit margins are protected through our service on a day-to-day basis.

How many tribunals have you won? What's the main reason for your success?

About 98%, if not slightly higher, of employment law tribunals have been won, which is a very successful rate over hundreds of cases. This great success has occurred because we set the legal foundations for your business in advance. We look into your legal documentation thoroughly and anything that involves employee issues, we suggest ways of improvement. As a result, we ensure that employers have up-to-date and credible documentation available where information can neither be doubted nor disregarded even in court.

Can you help me if I have an employee crisis?

If you have an employee crisis, we can be on your site within two hours. Our employment law advisory consists of a strong national network, which covers a wide area in the UK and Ireland. So, if a crisis suddenly develops, we will send a consultant that covers your location.

What do bespoke letters of correspondence offer my business?

If you deal with a specific employment issue, you will need the right correspondence tools for effective employee communication. We don't provide templates, we actually write bespoke letters with detailed employee information and the nature of the problem, along with the best solution to fix it. For example, in absenteeism cases, we will analyse the root cause and provide you with supporting evidence of the absence pattern while helping you engage with your employees to sort out the problem effectively, before it gets out of control. Correspondence letters are always aligned with your workplace policies and procedures. They can also be used as robust evidence in front of judges in case an employee claims a tribunal case.

Is your service customised for my business size?

Our employment law service is ideal for any type or size of business. Our smallest employer has two employees while our biggest employs 10,000 people in various sites across the UK and Ireland. The service we provide to our clients is exactly the same regardless of their business size.

What is the correlation between employment law and employee engagement?

Our service supports employers in running employment law matters on their own, ensuring smooth, long-term employee relations. This is one of the most critical factors not only for business survival but also for inspiring and cultivating a fair and safe work environment in which employees are secure and highly engaged. Clearly, by helping our clients protect their business, we guarantee that their staff is safe, happy and well managed.

When can I start using your service?

As soon as you join us, you will receive a welcome email, which describes our service. Our employment law expert will contact you within 48 hours to welcome you aboard and gather all the necessary information from you in order to prepare a customised value proposition, aligned with your specific needs. Our expert will make sure that you have all your employment contracts, handbooks and health & safety policies in place and help you improve them, if necessary. A dedicated expert will be at your disposal for any further inquiries while onsite visits can also be scheduled, if required.