



**What
you need
when you
need it**

Employment Law & HR Solutions

Finding and keeping great people is key to your success, but it can also be a headache.

Every year a large number of businesses experience a significant legal issue relating to their staff. Very few can afford to have experts in-house to sort it out quickly, efficiently and with minimum fuss. That's where Redkite Solicitors can help.

Rydym hefyd yn cynnig ein gwasanaethau yn y Gymraeg.

visit www.redkitelaw.co.uk

The merged firm of Lowless & Lowless and Morris Roberts



redkite
solicitors • cyfreithwyr

CARMARTHEN • HAVERFORDWEST • PEMBROKE • TENBY • WHITLAND

How we help

Redkite Solicitors is the local firm you can trust with your reputation and your staff. Rated as “the strongest Employment Law team in West Wales” by the Legal 500, our specialist team of qualified solicitors works tirelessly for local businesses:

- Sorting out difficult situations
- Preventing disputes
- Helping save you time and money
- Avoiding damage to reputation and working relationships
- Helping you keep good staff

You will be looked after by someone with years of experience who will handle your case from start to finish – not pass you around a call centre.

Provided locally by qualified solicitors, we can pop round to see you or you can come and see us at one of our regional offices. Either way, you won't be passed from pillar to post. At times of stress and uncertainty, having someone who can help you understand what you need to do next can make all the difference in the world.

What's more...

If you need more support, we can also provide:

- Employment Insurance Protection Cover





As well as support with:

- Equal opportunities
- Performance management
- Disciplinary & grievances
- Absence management
- Terminations
- Restructuring and reorganisations (TUPE)
- Workplace pensions
- Settlement agreements
- HR software
- Health & safety support
- Bespoke in-house training

On-site consultancy support:

- Investigations
- Disciplinary & grievance meetings
- Redundancy meetings
- Recruitment processes
- Absence & poor performance meetings

What's included

	Option 1	Option 2	Option 3
	Redkite HR Telephone Advice Package	Redkite HR Telephone+ Package	Redkite Employment and HR Support Package
		 	  
Telephone Advice from specialist employment solicitors (not HR Consultants)	✓	✓	✓
Legal privilege (advice is only given by solicitors so does not have to be disclosed in legal proceedings)	✓	✓	✓
Employment law newsletter	✓	✓	✓
Invite to employment law seminars	✓	✓	✓
Health check audit		✓	✓
Contracts of employment for current and future staff		✓	✓
Employee Handbook containing up to date policies and procedures		✓	✓
Tailored documents e.g. disciplinary invite letters, scripts and outcome letters			✓
HR templates e.g. offer letters etc			✓
Industry specific checklists and policies e.g. alcohol and drug testing			✓
Annual HR Documentation review			✓

We are happy to adapt any of our packages to your needs. If you are looking for support that doesn't fit into one of the above options please contact us to discuss.

How we work



A local business in the care sector contacted us. They had over 100 employees, not a single up-to-date contract of employment and they were feeling let down. They had previously chosen a national provider for HR services, thinking they would do the job better than a local firm and the price had been very competitive.

They were delighted when we told them we could save them money. Our Employment and HR Support package (including Employment Protection Insurance) came in at even lower than the national provider and they were soon signed up.

We provided pro forma contracts and employee handbooks, tailored them to the business' needs, finalised and then issued one to every employee. Since then, we have supported our client through dismissals, tribunals, settlement agreements, grievances and disciplinary procedures as well as helping out with bonus structures and performance management procedures.

In our client's own words:

"I cannot speak more highly of Redkite Solicitors. We are now using them for all our employment issues. It makes sense to use a firm who can act rapidly and I believe are a lot more cost effective than the national providers."

What it costs

Interested? Wondering if you can afford it? Can you afford not to?

Our packages provide peace of mind. With the subscription in place, managers can call for expert help without fear of extra cost. As issues are resolved that would otherwise have festered, productivity goes up, staff relations improve and your key employees will really notice the difference.

Even better, because our packages are a fixed price charged monthly, you can use us as much as you like without worrying that you will be billed for it. In fact, we encourage you to call us early and use us often and we are confident that you will not find a better

quality, better value package anywhere in Wales.

It's a subscription service, so you are free to cancel at the end of the agreement. We think long-term relationships should be based on success, delivery and a pleased client. Unlike some providers, we don't tie you in for 5 years.

There is a minimum initial commitment of only 24 months.

For affordable, expert help drop into or call your local branch or email us at hrenquiries@redkitelaw.co.uk

Redkite Solicitors

Services for you

Resolution of disputes incl.
property, contracts & wills
Court of Protection
Crime
Employment
Family
Injury Claims
Residential Property
Tax Planning & Trusts
Wills, Probate & Estates

Services for business

Commercial & Agricultural
Property
Corporate & Commercial
Dispute Resolution
Employment & HR
Regulatory & Corporate
Defence

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