



B+M Works

Contract and policy audit

Unlimited 24/7 HR advice

Training & seminars

HR consultancy

Employment Tribunal representation

Employment advice insurance

Introducing B+M Works

HR and employment law is a fast-moving and often complex area. Our expert employment solicitors are here to help you feel confident and make smart commercial decisions. With our B+M Works retainer package, you have access to unlimited support from commercially-minded and highly experienced lawyers for a predictable monthly cost. We help to free up your time, allowing you to focus on the bigger picture.

Our service is designed to work proactively in partnership with you to address HR and legal concerns at the earliest point. We don't want you to be worried about a big legal bill just for picking up the phone to chat through issues that are keeping you awake at night. Our fixed fee gives you the security you need.

We build lasting relationships with our clients. We get to know your business, your attitude to risk and how you work. We refuse to sit on the fence or to give

'safe' answers - these are often not appropriate. We are here to give you confidence and solve your people issues in the right way for your business.

While there are no time pressures due to our unlimited service, we work quickly get to the heart of HR and employment law problems. Our approach is to provide commercial solutions designed to suit your business and to respond quickly to help put these in place. This means that we talk through not only a legal outcome but what works in the business world.

Meet the team



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Call us for a quote
0131 200 1202



Email
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b-mworks.co.uk

Why us?

We think that B+M Works offers the best solution for your business, organisation or charity. Our team is made up of fully-qualified employment lawyers and HR professionals with years of experience in the sector so that all your needs are looked after by one provider with the backing of a full service law firm.

Whether you need simply to update your contracts of employment, or require a full HR consultancy service at board room level, B+M Works is the product to suit.

If there are other services that you require, such as management training or support with corporate transactions, we would be delighted to give you a quote.

Best of all, we are available 24/7 to handle anything that crops up. B+M Works allows us to get under the skin of your business, truly understand it and help you to achieve your goals.

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As an employer it's never easy to trust somebody enough to share all your concerns and difficulties. B+M have been with us every step of the way, patiently helping us to review and create new policies, address sensitive and controversial HR issues. They have provided weekly support answering all our questions and helped us navigate the ever-changing face of Employment Law, by offering invaluable guidance and encouragement as we strive to be up to date with our HR processes and fully compliant. Securing the B+M Works subscription service has been a wise decision.

Client

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B+M Works Package

- 24/7 **unlimited** telephone, email and Teams support on **all employment law issues** including absence management, disciplinary issues, grievances, bullying and harassment, flexible working, maternity/paternity leave and holiday pay;
- A dedicated Solicitor for your organisation;
- Drafting of bespoke correspondence, including letters, policies and Settlement Agreements;
- Regular legal updates.

Additional services can be provided at a fixed fee:

- Reviews of contracts and policies or providing a new, bespoke suite of documents;
- Support with large-scale HR projects and corporate transactions;
- Bespoke training sessions on all employment law and HR topics, allowing you to upskill your people and give them the confidence to manage;
- Employment Tribunal litigation.



Insurance-led tribunal advocacy

- Specialist, experienced advocacy;
- Drafting of defence documents;
- Attendance at Employment Tribunal and Employment Appeal Tribunal;
- Sheriff Court representation;
- Insurance available against litigation risk.



The importance of properly conducting the defence of claims by employees can be seen by published figures - Employment Tribunal awards can be extremely costly and legal fees often run to many thousands of pounds. We defend claims robustly on behalf of our clients to help avoid such awards. In addition, as part of our package we can offer insurance cover for legal fees and potential awards stemming from an Employment Tribunal hearing. This can be included as a monthly premium.

Now is the best time to ensure your business is fully protected from any such claims. With our insurance package we can provide you with unlimited, high quality advice for a set monthly price. The B+M Works team of employment law specialists has huge experience of representing clients in Employment Tribunals. Whether it is defending a small claim by a disgruntled employee or a complex issue in front of the Employment Appeal Tribunal, you will be in safe hands.

Training & seminars

- Bespoke training sessions;
- Breakfast seminars;
- Grievance and disciplinary; procedure training;
- Employment law newsletter;
- Monthly case law updates.



As part of your package, or as a stand-alone service, our team can provide in-house training on any topic of your choice.

In particular, we often train middle management to give them the skills and confidence to deal with matters 'on the ground' and to help avoid the most common types of claims brought against you in the workplace.

Training is provided at your place of work, at a time to suit your staff or can be delivered remotely in a cost-effective manner.



Next steps...



Call us for a quote
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