



## Question:

“ Would it matter if I did not follow the disciplinary procedure on this occasion? ”

## Answer:

“ It matters every time, regardless of the situation ”

With employers now facing compensation payments of up to £72,900 for dismissing an employee unfairly, it is essential to make sure you get it right first time, every time. TCG Employment Law will guide you through the difficult areas of Employment Legislation.

## TCG – Employment Law

The Compliance Group Employment Law support services are designed to protect your organisation from unnecessary risks. With the ever increasing burden of Employment Legislation on employers you need the support of experts. Our consultants will guide you on a pro-active basis through the complex arena of employment legislation, not just telling you what you can and cannot do, but offering you guidance on a risk assessed basis.

Consider the business sense and benefits of out-sourcing:-

- Removes the need to employ 'legal experts'
- Focuses on your core business
- Gives your employees a flexible Employment Law advice service
- Importantly, ensures compliance with the latest Employment Legislation - at no additional cost to you

## Question:

“ I've managed people for years, why would I need assistance from professionals? ”

## Answer:

“ Employment Law is a very complex area, with changes you may not be aware of. ”

For your organisation to obtain the very best up to date advice on Employment Legislation you will need the help of professionals who put your organisation first.



## Case Study

### Company Profile

ZQT Limited is a retail company with outlets throughout the UK and Republic of Ireland. They currently employ 400 staff.

### Customer's Business Issues

As a retail company ZQT have a high turnover of staff. The problem is accentuated due to the fact that ZQT is a multi-site operation meaning that support services are stretched. With Line Managers making employment decisions the Company now realise that this poses a significant risk to the business.

### Customer's Business Objectives

ZQT wanted to achieve several specific objectives as part of this solution:

- Obtain consistent professional advice
- Reduce the exposure of the business to possible Employment Tribunal claims
- Partner with a solution provider that understands the strategic aims of ZQT

### Initial Customer Set Up

Previously, employment decisions have been made by Line Managers in association with ZQT's HR support. In most occurrences the communication between Line Managers and HR support has been limited. The HR support is over stretched and the individuals are not sufficiently qualified in Employment Legislation.

### The Compliance Group Solution

"We needed to ensure that we complied with the relative legislation and that we could either avoid risk, or at least be aware of the risk".

The Compliance Group provided a solution where ZQT's Line Managers could contact consultants directly to seek their advice. On each occasion a risk assessment of the situation was carried out by The Compliance Group so that ZQT were made aware of all of their options. Being a commercial enterprise ZQT needed the option to make a business decision based on an accurate assessment of the situation.

### Services

- Set up a dedicated line, answered under the name of ZQT
- Review of all policies and protocols to ensure compliance with current Employment Legislation
- Training of all Line Managers to handle flash-point situations
- Assistance with and attendance at Disciplinary and Grievance hearings

### Ongoing Support

- Direct liaison with Line Managers
- Support desk Monday to Friday
- Advise on best practice

### Customer Benefits

There were a number of benefits that ZQT received as part of this solution:

- Peace of mind that the organisation complies with current legislation
- Fixed known cost
- Guaranteed response times
- Reduced risk
- Enables Line Managers to deal confidently with their staff

### Why The Compliance Group?

"The Compliance Group offered the flexibility and professionalism we were looking for, and were clearly experts in the field".

### Contact Us

For further details on how The Compliance Group can assist you with your corporate compliance requirements please contact us on:

**01256 384700** or visit [www.compliancegroup.co.uk](http://www.compliancegroup.co.uk)