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Employment Armour Legal Protection © ^[1]

“Employment Protection through Legal Perfection”

Does your business still pay hourly rates for employment law advice? Perhaps your business is already on an employment law retainer but you are fed up with having to deal with junior lawyers or legal clerks who are not even legally qualified? It may even be the case that you are unhappy with the quality of the advice or service that you receive.

Assuming any of the above applies to you and your business then you may be interested in our Employment Armour Legal Protection Scheme.

The easy way for your business to keep up to date with its employment law obligations.

Whilst lawyers can help employers keep up to date with the ever changing employment law landscape this will normally come at a price. That price is usually (i) lawyers providing basic legal advice whilst charging very high hourly rates and/or (ii) the advice being provided by unqualified / junior “lawyers” who may not appreciate the complexities of the dispute/problem.

At Sydney Mitchell we have always sought to do things differently from our competitors. This is perhaps why we are an Award* winning firm which is recognised for its employment law services by the legal 500. With this in mind, we have introduced **EMPLOYMENT ARMOUR Legal Protection©**.

1. How Our Scheme Works

All employment law services are carried out by regulated, qualified and experienced solicitors that will be known to you by name. Our service has 4 components:

- The Employment Audit (Health Check) - your current employment policies and practices will be reviewed in order for us to get to know your business and establish how to bring

- you up to date with the latest legislation and achieve compliance within the law
- Expert Advice (ongoing support & dialogue) - direct access to advice by a qualified employment law solicitor, who will know your business and who will understand the specific needs of your business (i.e. you will not have to deal with often vague and impersonal call centres). You will be given clear advice that takes account of the commercial, legal and other factors (publicity, multiple claims etc.) so that you can make informed decisions and employ an efficient and effective strategy
 - Insurance Policy (financial security) – we are fully authorised to manage your claim by our nominated insurers. The policy fits with our services seamlessly and pays your legal costs for us dealing with an employment dispute and can also cover settlements and Tribunal awards**. This radically minimises your exposure to unexpected financial loss, and caps all your Employment and HR costs providing peace of mind. In real terms this could result in huge cost savings
 - Optional Extras – we have made special arrangements with other organisations at extremely preferential rates. These “extras” can include a dedicated HR service, health & safety support and advice and even payroll support

2. How our Scheme Is Unique

Our scheme is operated by qualified solicitors who understand our client's specific needs (not a call centre).

- If necessary we will attend your premises
- We deliver a hands on practical approach to your legal problems, and we will advise you on how to avoid future claims arising
- We enable you to budget for and cap all your Employment costs when dealing with a dispute
- We seamlessly handle claims in your best interest through special arrangements with our nominated insurers

We aim to provide a one stop shop for all of your legal needs.

Saving you time and money over the long term is not the only benefit:

(i) **Financial Certainty.** You can set a budget for employment law costs, knowing that there will be no unexpected payouts just a fixed cost.

(ii) **Cash Flow Friendly.** Spread the cost of the insurance and employment law and Health & Safety services by instalments through a monthly payment facility.

(iii) **Flexible & Suitable.** You decide on the best price and insurance cover options to suit your needs as the package can be tailored around your exact requirements.

(iv) **Face to Face. No call centres.** You can be fully confident when dealing with staffing issues because a dedicated solicitor who knows you and your business is just a phone call away.

(v) **Regulated Expert Advice.** We are regulated by the Solicitors Regulatory Authority which means we have very important professional responsibilities and we are required to act in your best interests at all times.

(vi) **Focus on Profitability.** No more wasted management time dealing with disputes. By taking advantage of our employment law service you are able to secure essential legal advice at a very early stage which is often the best way of avoiding disputes from developing in the first place

We would hope the above would be enough to convince you that your business will be stronger and better with our **Employment Armour**. However, don't just take our word for it, [click here](#) [2] to see what some of our clients say.

Full details on request and for a free quotation please contact Emma-Louise Hewitt or Dean Parnell on 0121 698 2200.

[Click here to download a copy of our Employment Armour information sheet](#) [3].

*Law firm of the Year (5 to 16 partners) 2008, 2010, 2013, 2014, 2015 (Birmingham Legal Awards)

** This will be subject to the value of the policy.

Links

[1] <https://www.sydney-mitchell.co.uk/business-services/employment-law/sydney-mitchell-employment-armour>

[2] <https://www.sydney-mitchell.co.uk/about-us/client-testimonials/testimonials-businesses>

[3] https://www.sydney-mitchell.co.uk/sites/default/files/employment_armour_march_19_header.pdf#overlay-context=about-us/publications-legal-guides/employment-armour