



Employment



Reduce Risk And Uncertainty On Your HR Operations

HR can be a daunting prospect for any business. Whether you are a fast-growing SME or an established industry leader, keeping on top of the ever-evolving landscape of employment law is tough.

Policies and procedures are constantly changing. Compliance is getting stricter. Penalties moving ever higher.

Trying to stay up to date with your obligations can be an expensive, time-consuming distraction from your core objective – running a profitable business. What's more, it can leave you exposed to nasty surprises if something goes wrong.

But there is another way. A way that reduces the hassle, risk and uncertainty of HR. Where employment law experts provide up-to-the-minute advice to help you stay compliant and distraction-free.

Offices

[Chester](#)

Tel: 01244 405555

[Shrewsbury](#)

Tel: 01743 443043

[Manchester](#)

Tel: 0161 537 3324



Aaron & Partners
Solicitors

Welcome To HR Flexi, The HR Solution Custom-made To Your Business Needs.

What Is HR Flexi?

HR Flexi is a flexible employment law package that gives you the HR advice, support and documentation you need, when you need it.

Provided by Aaron & Partners LLP, one of the North West's leading law firms, advice is delivered by a team of qualified, partner - led, expert solicitors providing prompt, commercially focused support for anything from a quick query to a complex matter.

Simply choose the package of support you need from a comprehensive menu of options, and pay one transparent fee, or an annual retainer according to your specific needs.

There are no partially trained call handlers. No long tie-ins. No separate fee quotes for every piece of advice.

And with our new user friendly HR online portal, you can have a powerful HR tool available 24/7 on a range of devices.

How Does It Work?

With HR Flexi, you choose precisely the type of support you need from a list of options. The final cost will vary according to the specific package you choose.

Once on board, you'll be designated your own client care manager. They will be a qualified, expert solicitor and will be your first point of contact, investing the time to understand your business and your HR needs.

Whenever you need advice (within the terms of your package), simply pick up the phone or drop us an email and we'll make sure you get the advice and support you need to achieve your objectives.

What Kind Of Support Can HR Flexi Provide?

Your HR Flexi package can include:

- General employment law advice
- Access to our employment helpline
- Access to our user-friendly, online portal
- A full audit of existing employment documentation
- Drafting and vetting of standard documents
- Access to recruitment, disciplinary, redundancy and dismissal advice
- Regular updates on the latest developments in employment law
- Two half-day training courses
- Quarterly review meetings
- Invitations and free places on in-house and external training events, including annual roadshows and mock tribunals
- Secondment of a solicitor for half a day per year
- Beneficial rates for settlement agreements
- Reduced pricing schedules for tribunal claims

Additional Options

As well as the services above, you can bolt on the following extras for additional peace of mind:

- Collective consultation - benefit from discounted rates including collective consultation for 20 or more employees
- Health and safety - practical, up-to-date advice from our specialist provider
- Insurance - our Assure & Protect insurance protects you against the cost of advice and representation at employment tribunals
- Training - discounted rate on training packages tailored to your needs



How Much Does HR Flexi Cost?

The cost of HR Flexi will vary according to the size and nature of your organisation and the precise package of HR support you choose. The most common option is an annual fee representing excellent value for money.

At the end of the 12 months, you can choose to renew your existing package or increase/reduce the level of support you need going forward. Alternatively, you can request a monthly payment plan with no long-term commitments. Contact us for a full breakdown of available services and costs.

Why Choose HR Flexi?

- Provided by a leading law firm, recognised in independent legal directories such as The Legal 500 and Chambers and Partners
- Employment law advice delivered by qualified, partner-led, commercial solicitors
- Dedicated client manager
- A user-friendly online HR portal giving you the flexibility to manage your HR operations 24/7 from anywhere
- No long-term contracts
- No hidden extras

The HR Flexi online portal from Aaron & Partners offers:

- Ease of recording and managing employee information, meaning that you can access the portal from any device and from any location
- An intuitive business tool that both HR managers and non-specialists will feel at home using, ensuring 100% compliance in the employment law sector while offering significant cost savings and productivity gains for SME businesses
- Unlimited number of users can be set-up on the system as required with varying permission levels assigned to control access

In more detail, the HR Flexi portal offers:

- Forms and Letters
- A GDPR Compliant Secure Portal for Data
- Personnel Records
- Management Tools
- Absence Tracking
- Rota Management
- Diary and Reminders



“Aaron & Partners have been providing an employment service to us for approximately 3 years. During this time we have had to deal with some challenging cases and major organisational change. Helen and the team have provided a first class service, responding efficiently, with clear and constructive advice and feedback. They have a good understanding of the business and the challenges that we face and this reflects in the advice that is given. I wouldn't hesitate to recommend them to others.”

Client

“A company that is friendly, easy to work with and takes their time to understand the particular industry concerns and then comes up with comprehensive solutions and advice. Nothing seems to be too much trouble for them. I can't recommend their services highly enough.”

Client



Aaron & Partners
Solicitors

Chester



Helen is head of the employment law team and an experienced advocate and accredited mediator. She has extensive experience in all aspects of employment law, both contentious and non-contentious, including negotiating and drafting, TUPE disputes.

Helen Watson
Partner & Head of Employment Law
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Claire has substantial expertise in contractual terms and policies and human resource issues. In particular, she regularly advises clients regarding sensitive or complex grievance and disciplinary matters. Claire also advises clients regarding TUPE and redundancies (including collective consultation).

Claire Brook
Employment Law Partner
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Shrewsbury



Ben advises regularly on disciplinary and grievance procedures, restructuring and redundancy procedures, changes to terms and conditions, settlement agreements, and senior-level exits. He also has experience in conducting internal hearings for clients.

Ben Mason
Employment Law Senior Associate
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Steven specialises in all areas of employment law and deals with both contentious and non-contentious matters. He is regularly called upon to advise and draft employment documentation, such as contracts of employment and related policies & procedures. He also advises clients in relation to disciplinary and grievance procedures, redundancies, TUPE transfers, and when necessary, he defends complex employment claims on behalf of his clients at the Employment Tribunal.

Steven Davies
Employment Law Associate
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Paul represents both employers and employees in the Employment Tribunal. He provides informed and sensible legal advice in a friendly and clear manner. He quickly identifies his client's objectives and works proactively towards achieving practical and commercially viable resolutions. His experience in acting for both side in the Tribunal enables him to recognise strengths and risks in both parties claims to achieve the best results for his clients.

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To learn more about Employment Law and how we could benefit your business, visit aaronandpartners.com or call us today on **01244 405555**