



ENHANCE is our employers' membership scheme designed to provide you with a full package of tailored employment law support, at a fixed price.

Classic ENHANCE

- Our most popular scheme for smaller businesses.
- Friendly and approachable specialist employment solicitor dedicated to your business.
- Immediate, robust, pragmatic advice from a solicitor for any employment law issue.
- Update and annual review of your employment documentation.
- Updates on changes in employment law relevant to your business.
- Drafting letters and other documents when you need them.
- Informative newsletters, webinars and training events.
- A fixed affordable monthly fee, with any 'project' work (i.e. any individual matter requiring ongoing support and where 2 hours' work has already been done by us) charged at discounted hourly rates.
- An optional insurance indemnity against legal costs and awards or settlements arising from Employment Tribunal claims.

Premium ENHANCE

- All the benefits of 'Classic' ENHANCE, plus the following benefits:
 - Unique, fully comprehensive service, removing the risks and cost associated with employee disputes from your business, for a fixed annual cost (no additional charges for project work);
 - Industry-leading insurance covering the cost of all employment law advice and representation, and any Employment Tribunal awards or settlements.

Indemnity Insurance

More information about the indemnity insurance (obligatory with the Premium Scheme, optional with the Classic Scheme):

- High-level protection, designed to cover your business against the cost of Employment Tribunal claims, including all legal fees, settlements and awards.

- The insurance indemnity can be for up to £50,000 per claim and an aggregate of £500,000 per annum; or for up to £100,000 per claim and an aggregate of £1,000,000 per annum. Higher levels of insurance indemnity are available on request.
- Allows you to remove risk of employee disputes from your business, for a budgeted annual cost.
- Managed by us, not the insurer; provided our advice is followed, the indemnity is applied without interference from insurer.
- We have a duty of care to you, and we don't have to act in the best interests of the insurer.
- The insurer knows that you are getting specialist independent advice from us and won't interfere with that advice.
- Most other schemes in the market are insurer-driven, where they will always minimise risk to themselves and dictate what you can and cannot do, which can restrict your flexibility and stifle the effective resolution of employment disputes.
- Covers the costs of responding to the claim, and any settlement or compensation paid, from the date that ACAS Early Conciliation commences.
- We provide the insurance to you at cost price (we don't make any money on it).

Bespoke ENHANCE

We can also create a fully bespoke scheme to suit your particular employment law needs.