

EMPLOYMENT LAW SUPPORT FOR EMPLOYERS

Solicitor-led advice for businesses managing people risk, workplace change and employment law compliance.





Practical employment law advice for employers

We support SMEs, growing businesses and larger employers with employment law issues ranging from day-to-day workplace queries to complex, high-stakes matters involving disputes, senior exits, settlement discussions, redundancy planning, restructuring and strategic workforce change.

Employers are operating in a challenging environment. Rising costs, restructuring, the growing use of AI and employment law reform are all creating additional pressure for management and HR teams.

At Streathers, employers have access to clear, commercially focused advice from senior, specialist employment law solicitors. We advise on the legal position, the commercial risk and the practical steps available, helping management and HR teams make confident decisions before issues escalate.

Solicitor-led support, tailored to your business.

How we are different

Unlike generic HR support services, our retainers provide access to experienced employment law solicitors who advise on the law, the risks and the practical options available to your business.

Why choose retainer support?

Our retainer support can help employers:

- ✓ Access responsive advice from senior employment law solicitors
 - ✓ Keep legal spend predictable, with scope and monthly costs agreed in advance
 - ✓ Manage employment risk before issues escalate
 - ✓ Support managers and HR teams with difficult employee issues
 - ✓ Improve contracts, policies and workplace procedures
 - ✓ Make confident decisions based on legal advice and commercial judgement
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Starting with an Employment Law Health Check

The first step in our employment law support process is a fixed-fee Employment Law Health Check.

The Health Check gives you a clear picture of your current employment law position, helping you identify key risks, prioritise next steps and choose the right level of ongoing support for your business.

The Health Check is not intended to be a full audit of every contract, policy or employee matter. It is a focused review, based on a structured questionnaire and follow-up discussion, designed to identify key areas of risk and highlight where further support may be needed.

The Health Check may consider:

- Workforce structure and number of employees
- Existing employment contracts and key HR policies
- Disciplinary, grievance and absence procedures
- Restructuring plans, settlement agreements or workforce change
- Current employee relations issues, disputes or potential claims
- Areas where further legal work may be required
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Following the Health Check, we will provide a written summary and offer an advice meeting to go through findings and next steps, as well as providing a clear quote for ongoing support. Any follow-up drafting, detailed document review or remedial work will be scoped and quoted separately unless included within the agreed retainer.

The Health Check is offered on a fixed-fee basis, with the fee confirmed in advance and tailored according to the size and complexity of the business.

Our employment law support packages

We offer three levels of ongoing support. Each package can be tailored to the size, structure and needs of your business. We will recommend the most appropriate package after an initial discussion about your business, workforce and likely support needs.

The table on the following page provides an overview of the support available at each level.

Foundation

- For employers who need occasional solicitor-led guidance and regular employment law updates.

Adviser

- For growing businesses and HR teams that need more regular support with employee relations, contracts, policies and workplace procedures.

Strategic

- For employers that need senior legal input on more complex workforce issues, restructuring, settlement agreements, senior exits and business change.

Our employment law packages

Each package includes an agreed annual allowance of telephone and email support, which will be confirmed in your quote and tailored to the size, structure and likely support needs of your business. Specific document allowances, including contract templates, will also be confirmed.

Support	Foundation	Adviser	Strategic
Telephone & email advice	Limited annual allowance	Enhanced annual allowance	Comprehensive telephone and email support, with response expectations agreed in advance
Employment contracts	Quoted separately	Employment contract template support, with allowance agreed in advance	Tailored contracts for different roles, within agreed scope
HR policies	Quoted separately	Access to standard grievance and disciplinary policy templates	Bespoke drafting or review of HR policies, within agreed scope
Redundancy, restructuring & settlement agreements	Quoted separately	Initial advisory support	Advice on redundancy planning, restructuring and workforce change. Drafting and negotiation support for settlement agreements.
Employment disputes	Initial guidance	Advice on procedures and legal risk	Advice on higher-risk matters, including senior employees, dismissals and potential claims
Employment law updates	Included	Included	Included

Additional support can include TUPE guidance, management training, employee handbook support, early ACAS support and tribunal preparation. These will be included where agreed as part of your package or quoted separately.

Next steps...

If you would like to discuss employment law support for your business, we will arrange an initial conversation to understand your workforce, existing HR arrangements and likely support needs. We can then recommend the most appropriate package and provide a clear quote.

Please contact:

Satbir Singh Choudry
Employment Partner



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Scope, conditions & exclusions

The scope of your retainer will be agreed in writing before the retainer begins.

Unless expressly agreed, our retainers do not include Employment Tribunal or court representation, employment-related insurance, complex litigation, or work outside the agreed package scope.

Additional work can be quoted separately or charged at our hourly rates, depending on the nature of the matter.

Unused retainer time does not roll over unless expressly agreed in writing.