

Employment Tribunals:

support your line managers,
protect your organisation



With tribunal claims and awards rising quickly, you need to be certain your line managers are getting employee relations right. We can help you reduce risk, cost and resources at every stage. Here's how.

At AdviserPlus, we work as an extension of your HR team, to help you ensure every line manager has instant access to tailored guidance, straightforward case management, and one-to-one coaching support. The result? Confident, skilled managers. Fast, straightforward investigations. Lower tribunal costs.

Why are tribunal cases increasing so quickly?

In July 2017, the Supreme Court abolished government fees that had reduced tribunal claims by around 70%. The disincentive for employees to raise a claim due to the associated cost has now been removed – while employees who have experienced issues over the previous four years could now come forward.

Preventing Tribunal Claims

Give managers the confidence to take appropriate, welljudged action early, and you'll solve more small problems before they become big problems and result in tribunal cases.



Confident, proactive managers

Individual guidance and coaching from our expert helpline advisors helps line managers understand not just what to do, but how and why.



Following processes correctly

Step-by-step advice and support available 24/7 through our online portal – your policies, translated line-by-line into clear actions each manager can follow.



Solving issues more quickly

Online case management keeps busy line managers working to your agreed timescales, and prevents accusations of unreasonable delays.

Simplifying Tribunal Defence

With the average tribunal award costing tens of thousands of pounds, a watertight defence is paramount – but evidence-gathering costs can be greater still.



An unambiguous audit trail

Our HR case management platform makes it simple to capture all the relevant information as an issue arises – giving you a clear and detailed audit trail.



Available at your fingertips

Having an entire case history just a click away dramatically reduces the workload – and cost – of evidence gathering in the event of a tribunal claim.



Demonstrating best practice

Tailored to suit your business policies, our case management platform is always up to date with latest best practice and legislation – so you will be, too.

Proactive Employee Relations

Over time, your case management history aggregates into detailed management information. And that's powerful – because it empowers you to tailor employee relations before a recurring issue becomes embedded.

You can interrogate the information at a macro or micro level, to:

- Give focused support where there are problem areas
- Identify hidden issues and prevent potential claims
- Monitor patterns in the length and causes of investigations

Employment Tribunals – A Growing risk

In 2015/16,

- 46% of unfair dismissal claims were successful*
- The average sex discrimination award was £85,632
- Every protected characteristic saw an increase in awards †

Let's Empower Your Managers

Over time, your case management history aggregates into detailed management information. And that's powerful – because it empowers you to tailor employee relations before a recurring issue becomes embedded.

You can interrogate the information at a macro or micro level, to:

- Give focused support where there are problem areas
- Identify hidden issues and prevent potential claims
- Monitor patterns in the length and causes of investigations

We'd love to talk to you about AdviserPlus, and the work we do for household name organisations throughout the UK.

Real clients, real results:

£100,000

saved in tribunal fees over three years

*Source: Harper McCleod HM Insights 2016 †Source: Employment Essentials 2016



Employment Tribunals

T: 0844 327 2293 E: info@adviserplus.com W: adviserplus.com

AdviserPlus

About AdviserPlus

AdviserPlus is the UK's leading provider of managed HR advisory services. It works with organisations of all sizes across all industry sectors, in the UK and overseas. AdviserPlus helps firms get the best out of their people by using smart technology and proven HR process expertise to support managers and HR teams to tackle and resolve workplace issues.

☎ 0844 327 2293
✉ info@adviserplus.com
🌐 adviserplus.com

GET IN TOUCH

