

Welcome to the

Sheffield City Region

Breakfast Club

Tuesday 13th October 2015

Watertight HR

Protecting your business
Cutting costs

Jay Bhayani

Case study one: Nigel

Managing partner
Stone & Co Accountants



Case study one : Martin

AGE: 51

JOB: ACCOUNTANT

SERVICE: 10 YEARS

HISTORY: NO DISCIPLINARY

SKILLS: GOOD SOLID ACCOUNTANT
GOOD CLIENT RELATIONSHIPS



Identify problems

- Martin is too traditional
- Not good at marketing
- Fees gone down by 20k
- Not vibrant enough
- Wants partnership (I think)

Jay : What outcome do you want?

Nigel : To get rid of Martin

Pitfalls / risk factors / pros / cons

- No previous warnings – have to start capability process now – can take time
- Why are fees down?
- Baby / bathwater
- Unfair dismissal
- Age discrimination
- Reputational damage
- Knock on effect for colleagues

Jay: What outcome do you want?

Nigel: Give him a chance to improve
plus leave our options open

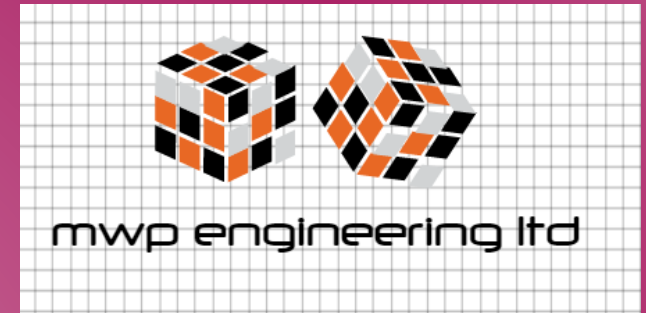
Agreed Action

- Write letter inviting him to a hearing
- Present the evidence at the hearing
 - Fee target printouts
 - Number of new clients compared to average
 - Supervising partners report showing minimal marketing activities.
- Outcome letter
 - Set target for 3 new clients over next 6 months
 - Increase marketing activity
 - Monthly meetings with partners to report on actions
- First written warning
- Right of appeal

Review in 6 months

- Vast improvement in marketing activity with guidance
- Got 2 new clients
- New confidence – more vibrant
- Everyone is happy!

Case study two



- MWP engineering LTD
- Employ 250 staff
- 1 HR manager - use to be administrator. Limited knowledge of HR & Employment law

Gina

- AGE: 37
- JOB: SALES DIRECTOR
- SERVICE: 3 YEARS
- PERSONAL: RECENTLY DIVORCED / POOR ATTITUDE AT WORK



Identify problem

- Long term sickness absence
 - started with colds, headaches, virus
 - now off 2 months with depression

Jay: What outcome do you want?

MWP: Terminate Gina's employment

Pitfalls / risk factors / pros / cons

- Depression can be a disability under the Equality Act
- Not taking action – negative impact on others picking up her work
- Not likely she will be able to cope with demands
- Sales are falling

Agreed action

- Invite her to sickness absence review meeting at her home
- Jay to prepare script suggesting an option is to agree a voluntary exit package
- If yes, Jay is to prepare settlement agreement
- If no, a formal process of medical investigation and capability hearing will take place

Outcome

- Gina agreed to termination on three months pay and a clean reference
- MWP recruited a new finance manager
- HR manager undertook 4 HR training sessions to upskill

Cutting cost of HR & Employment Law

WATERTIGHT HR

WATERTIGHT HR

- Fixed monthly fees – 1/2/3 years
- Range from £175 per month
- Contract and handbook prepared – compliance
- Unlimited advice + guidance from experts
- Optional insurance – belt & braces

Why choose us ?

- One of the only niche firms in the UK regulated by SRA and specialising in HR & Employment law under one roof
- 13 companies signed up in the last 8 months
- We know what our clients want
- Jay Bhayani – winner of Yorkshire Lawyer Award, Employment Lawyer of the year, ABDN Professional of the year, and Shortlisted for IOD professional of the year
- 2015 – only employment solicitor in region to be ranked UK Top Rated in consumer website vouched for and listed in the Sunday Telegraph and Mail on Sunday
- A strong experienced team of 8, covering Legal **and** HR Services

What our clients say:

“Jay is a reliable and hardworking individual who pays real attention to managing the relationship which helps her to stand out from the crowd. Although Jay is clearly a talented lawyer, there is no jargon which helps to get things done. Jay grabs the detail and very quickly comes up with pragmatic and business focussed solutions to deliver the expected outcome”. - **Mark Traynor, HR Manager TSC Foods**

“I have used Jay and her team to support several HR issues that required a detailed review of events and a clear plan of action to achieve our requirements. Jay provides focus and objectivity to complex situations but offers clear steps to the desired outcome. I have no hesitation in recommending them to any organisation that requires expert, value-added HR support”. - **Dean Morgan, Managing Director, KD Decoratives Ltd**

Keep in touch with us

- Bhayani HR & Employment Law
- Tel: 0114 3032300 or 07795673175
- Email: jay@bhayanilaw.co.uk
- Web: www.bhayanilaw.co.uk
- Twitter: [@bhayanihrlaw](https://twitter.com/bhayanihrlaw)
- The HR Exchange Yorkshire – Free bi-monthly HR Forum
- Subscribe to our newsletter
- Join our LinkedIn and Facebook groups

