



# employment tribunal services

**Employment Tribunals routinely run in excess of 100,000 new cases registered each year. This is fuelled by a steady growth in new legislation governing employment together with a more informed work force, who these days are much more willing to have a go in court.**

**Like it or not, all employers have to pay heed to the laws generated both in the UK and in Europe. This presents far more risks to employers now than ever before.**

## employment tribunal services

Claims against employers can be brought in many areas including the following:

- Unfair, constructive or wrongful dismissal
- Breach of contract
- Redundancy & redundancy pay
- Discrimination on grounds of race, sex, age, disability, sexual orientation, religion, belief.
- Maternity, paternity and parental related reasons
- Holiday entitlement and pay
- Assertion of a Statutory Right
- Health and Safety concerns
- Trade Union duties or activities
- Unlawful deduction from wages
- Whistle blowing
- Flexible working requests

Court proceedings can be a daunting prospect for most employers. Whilst it is important to get the right evidence together and provide a good defence, you might lose your case through failing to comply with a host of tribunal red tape.

## tribunal advocacy

You can of course represent yourself at tribunal, but if you want the best chance of winning, the national statistics show that those with professional representation have the best win/loss ratios.

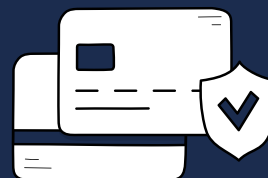
Sentient will ensure the case is handled from start to finish, from submitting the defence, through to the end of the hearing or settlement process. Whilst we can't actually take the witness box and give evidence for you, we can make sure everything else is done.

Case representation services can be provided at sensible charge rates on a case-by-case basis. This can be to individual employers or via an employer group and can be at fixed fee or hourly charged rates.

## legal fees insurance

Most of our clients enjoy the benefits of free employment tribunal representation through insurance cover. This protects your bottom line and will cover your costs which even when you win, are rarely ordered to be paid by the claimant.

# legal expenses insurance



**Insurance cover has become an essential part of many organisations' business plans and not just in the compulsory areas such as employers' liability. It has been acknowledged that the risks of fire, theft, public liability etc have now been joined as potentially "business critical" events by the risks presented by legal actions taken out against you.**

**We see discrimination related awards exceed £100,000 on a regular basis and for the small operation this could be catastrophic. Even for a larger concern, finding six-figure sums from one year's profit and loss account would prove extremely taxing. In short, these unforeseen losses can ruin businesses and the livelihood of their employees.**

So what sort of legal claims or actions do we frequently come across?

- Unfair dismissal
- Discrimination claims
- Redundancy
- Unlawful deductions
- Wrongful dismissal
- Breach of contract
- Holiday rights

You can also face criminal prosecutions arising out of health and safety legislation.

Your chances of success may depend on whether you are professionally represented or not. The cost of legal fees, especially in complex cases, could put you in financial difficulty. Commercial settlements may need to be funded and if you lose you will have awards to pay.

Your concerns in this area can be met by a Commercial Legal Expenses insurance policy. Providing protection against the expenses of litigation, settlements and awards.

## insurance protection cover

Full details of the cover available are set out in a full policy wording, though the most popular sections are:

### Employment Disputes

- i. Legal fees and expenses incurred when a prospective employee, employee or ex-employee brings a claim against you relating to their contract of employment
- ii. Awards of compensation arising from Employment Tribunal actions or any approved settlement in relation to any actions protected by section (i) above.

### Prosecution Defence

Legal fees and expenses arising from the defence of a prosecution brought within a criminal court.

## indemnity limits

Each section can have an indemnity limit up to £100,000 per claim and an aggregate of £1 million per policy year.