



## **Managing the cost of Employment Disputes – ReASsure**

Employment Law is becoming increasingly complex and finding time to deal with the intertwining and complicated issues can be a problem for many Employers. Getting it wrong can be time consuming and expensive. Anderson Strathern's team of Employment Lawyers aims to advise Employers in a practical and pragmatic manner that is tailored to the needs of that particular business.

Anderson Strathern in association with Vision Underwriting Limited are pleased to be able to offer Employers access to our insurance backed ReASsure service.

### **What is ReASsure?**

ReASsure allows Employers to manage the key risk involved in workplace and Employment Tribunal disputes: that is legal costs and the awards of compensation that may be made by an Employment Tribunal.

### **How does it work?**

There are three elements to ReASsure

- (i) Health Check
- (ii) Look Out telephone service
- (iii) Insurance indemnity

Should your business join ReASsure, one of our Employment Lawyers will meet with you to carry out a Health Check of your employment policies, practices and procedures and, where necessary, arrange for these to be brought up to date. There will be a fixed agreed fee for doing so.

For an agreed fixed monthly fee, the Look Out telephone service provides rapid access to our Employment Lawyers so that you can take advice regarding any potential employment dispute that may arise.

Once your business has completed a successful Health Check and on taking and following our advice as any potential dispute develops, you will benefit from the insurance indemnity which will cover (depending on the options that you have chosen) the legal costs in dealing with any dispute and any awards of compensation (up to an agreed limit) that are made against your business.

Employers have the choice of the following cover

- (i) awards of compensation and legal costs for all employment disputes
- (ii) awards of compensation and legal costs from the receipt of an Employment Claim form.
- (iii) awards of compensation only

Employers are required to take and follow our advice, in particular before:

- (i) taking any action against an employee which could result in dismissal or selection for redundancy, including disciplinary action (except verbal warnings)
- (ii) taking any action in respect of an employee's resignation
- (iii) changing an employee's terms and conditions of employment or
- (iv) on receipt of a grievance from an employee

**How will ReASsure help my business?**

Most employers are concerned about the possibility of being brought to an Employment Tribunal and the costs involved in defending such cases. Even after successfully defending a claim employers can face large legal bills, not to mention awards of compensation against them if the case is lost.

ReASsure provides Employers with the peace of mind to know that should they have such an employment dispute, their legal fees and awards of compensation made by the Employment Tribunal can be covered. This allows employers to sensibly manage the risk.

If you are interested in joining our ReASsure service or require any further information on this or on how it may assist your business, please do not hesitate to contact Barry Nichol on (0131) 625 7238 or by email on [barry.nichol@andersonstrathern.co.uk](mailto:barry.nichol@andersonstrathern.co.uk).

**ReASsure**

Should you wish us to provide you with an indication of the cost of the Health Check, Look Out telephone service and monthly insurance premium, please complete the following and send it to the below address or by email to [ReASsure@andersonstrathern.co.uk](mailto:ReASsure@andersonstrathern.co.uk).

Your Name.....Position in Organisation .....

Name of Organisation.....

Address.....

.....Postcode.....

Tel.....Fax .....Email.....

Sector(retail/manufacturing etc).....Number of Employees.....

Wage roll £.....

Has your business been involved in any employment disputes in the last three years? .....yes/no

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