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BACKHOUSE
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The future for legal advice

BACK has been devised to cover the advice your business needs to manage human resource and employment issues – all for an affordable fixed monthly fee based on the number of employees your business has.

The scheme provides 24/7 immediate access to expert employment lawyers regarding wide ranging HR matters together with representation at Employment Tribunals.

Our service minimises the calamities and costs that can be caused by employment disputes and employment litigation because, let's be frank, if a crisis happens, the time for preparation has passed.

Our lawyers take the reins, enabling you to concentrate on running your business.



On a yearly basis we deal with:

10,000

- Client calls
- Training sessions
- Webinars

BACK UP What do I get?

Employment advice

Our seamless service is provided to guide you through the irksome management of employees.

BACK UP provides a complete HR service offering daily practical advice and representation at an Employment Tribunal.

This includes:

- Drafting settlement agreements
- Representation at an Employment Tribunal

Advice & assistance on all standard employment enquiries including:

- The Working Time Regulations 1998 (as amended)
- Misconduct and disciplinary matters (including dismissal)
- Wages, bonuses, attendance bonuses, overtime and general pay disputes
- Holidays
- Unlawful deduction from wages, loans and training costs
- Sickness absence and long term illness
- Maternity and Paternity leave
- Parental leave and time off for dependants
- Flexible working requests
- Confidentiality and restrictive covenants
- The Equality Act 2010 (including sex, disability, race, age, sexual orientation, disability related discrimination)
- Agency Worker Regulations 2010
- Issues relating to casual, self employed and agency staff

We know employment law

BACK UP wards

What if I wanted more? We'll put our BACK into it.

BACKUP includes a free legal consultation and discounted rates in the following areas:

Commercial

- Commercial contracts (including terms and conditions of trading, supply agreements, contracts for services and agency, distribution and franchising agreements)
- Commercial disputes arising out of any aspect of the business (for example, breach of contract or sale of goods claims)
- Debt recovery
- Advice on clandestine entrants

Property

- Sale & purchase of property and land
- Leases
- Dilapidation issues
- Landlord & tenant issues
- Option agreements
- Re-financing

Corporate

- Mergers & acquisitions
- Company disposals
- Management buy-ins / buy-outs
- Group and company restructures
- Joint ventures
- Investment and shareholders agreements
- Banking and finance
- Corporate recovery
- Company formations
- Partnership and LLP advice & information
- Corporate governance





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“The Backhouse Jones team offers constructive, expert advice, bringing clarity to any situation. They deal with problems pragmatically, sensitively and speedily. From the initial conversation to successful outcome you can feel secure in the knowledge that their expertise is with you each step of the journey. Don’t expect grey people in grey suits, these guys are technicolour.”

Lesley O’Brien
Partner at Freightlink Europe

What is not included in the Scheme

Important: Exclusions and limitations to the provision of the BACKup package.

- Claims, issues, prosecutions, proceedings or investigations (whether criminal or civil) in any Court, Tribunal, Inquiry or Inquest which are within the contemplation or are brought against or notified to the applicant prior to or within the first three months of the applicant's subscription to BACKup.
- Prosecutions, proceedings or investigations (whether criminal or civil) in any Court, Tribunal, Inquiry or Inquest brought against the applicant arising out of or relating to death, bodily or psychological injury, property damage, pollution and other environmental issues, health and safety and driver offences.
- Prosecutions, proceedings or investigations (whether criminal or civil) in any Court, Tribunal, Inquiry or Inquest brought against the applicant where the allegation is one of dishonesty, intentional or reckless acts or omissions of the applicant and/or the applicant's servants or agents.
- Road regulatory advice, representation or matters.
- Any compensation or other awards or costs ordered or agreed in the course of employment cases.
- Any penalty, fine or other similar imposition, third-party costs or other expenses arising under any fixed penalty process or other penalty scheme or deposit scheme (criminal or civil) howsoever arising.
- All and any matters Backhouse Jones are prevented from acting on due to a conflict of interest.
- Any advice in relation to the Transfer of Undertakings (Protection of Employment) Regulations 2006 as amended by the Collective Redundancies and Transfer of Undertakings (Protection of Employment) (Amendment) Regulations 2014.
- Fines, damages, awards, costs or similar expenses ordered against or agreed to be paid by the applicant in the course of or in conclusion of any criminal or civil proceedings.
- The cost of appeal against convictions, fixed penalties or other similar impositions, civil or criminal or the cost of appeal against any decision of any Employment Tribunal.
- The first day of each employment tribunal, is covered by this scheme. All subsequent days of any employment tribunal, (whether attendance, advice or costs in connection with the same) are excluded and shall be charged for additionally at a discounted hourly rate plus VAT and disbursements.
- All matters arising out of/in respect of war, riots, civil commotion, insurrection and other force majeure events.
- Any legal expenses exceeding £50,000 per matter.
- Any legal costs and/or fees (including any third party fees) that have not been approved (in writing) by Backhouse Jones.
- Competition related matters.
- Driver offending is not included within the scheme.
- Any matter which is covered by an insurance policy maintained by the applicant.
- All and any matters upon which the applicant fails to take or follow any and all advice given to the applicant by Backhouse Jones.
- All and any matters the applicant has failed to tell Backhouse Jones about in a timely manner. In the case of employment matters, this should be at the point of ACAS Early Conciliation Notification or before.
- Any and all advice required by any other company, entity, partnership or person which is connected with the client or any of their directors or shareholders.
- All matters which Backhouse Jones have advised the applicant it would be commercially prudent to settle, but despite this, the applicant fails to settle nonetheless.
- All and any matters where the applicant has failed to make material disclosure to Backhouse Jones of all of the relevant facts to the case.
- Revisions to or the replacement of terms of employment and/or contracts of employment and/or handbooks.
- All and any matters arising outside England and Wales.
- All and any matters governed by any laws other than the laws of England and Wales.
- In the event that Backhouse Jones advises on any matters which are excluded from the scheme (hereunder or otherwise) it reserves the right to charge the applicant at its standard hourly rates in respect of the same.

Articulate advice

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