

# Employment law insurance and litigation services

There were nearly a quarter of a million employment tribunal claims in 2009/2010. Businesses which had employment law insurance kept their costs to a minimum. Those which didn't faced legal defence costs running into thousands of pounds.

**Recent research showed that the average cost of hiring a law firm to defend a tribunal was around £8,500 in legal defence costs alone. Businesses which lost at tribunal or which settled the cases before the hearing also had to pay substantial sums in compensation.**

In 2009/2010 the highest award for sex discrimination was more than £400,000 while one business had to pay out £750,000 for disability discrimination.

Law At Work can help your business in two ways – by arranging insurance cover which includes support at tribunal or by tribunal representation where insurance is not taken.

“As a large employer, we inevitably face tribunal claims. LAW take care of all the arrangements for these negotiating on our behalf and ensuring that we are fully prepared for any hearings. It gives the business great comfort to know that LAW handle all these matters professionally and in our best interests.”

**Michelle Brennan,**  
Head of HR, Focus (DIY) Ltd, Crewe.

## Employment law insurance.

Law At Work can support you by arranging employment practices liability insurance (EPLI) through our sister company Law At Work (IS) Ltd, which is authorized and regulated by the Financial Services Authority. The insurance is provided by Chartis Insurance UK Ltd. Full details about Law At Work (IS) Ltd and the EPLI available will be supplied to you before you make a decision about insurance. The insurance we can arrange is only available to businesses which subscribe to our employment law advisory services. It is a condition of cover that the insured company takes and follows our advice at the earliest opportunity.

The insurance we can arrange meets legal defence costs and most awards and settlements, including claims such as unfair dismissal, constructive dismissal, all forms of unlawful discrimination and claims arising from TUPE transfers. The insurance is subject to a bespoke quote depending on your claims history and in many cases will be excess free.

**Contact us to find out more about how we can help your business.**

# Minding your business.

## Law At Work tribunal representation.

Law at Work offers a comprehensive risk management process for all organisations regardless of their size. Our primary aim is to keep our clients out of employment tribunals and we work to minimise the risk of litigation.

It is not always possible to avoid claims regardless of how robust your processes are. We have a first rate team of employment lawyers, including accredited employment law specialists. Our team works with clients every step of the way to maximise their chances of success in any tribunal. Our expertise spans the entire spectrum of employment law ranging from discrimination to unfair dismissal. **Over the last three years fewer than 2% of the claims we have handled have resulted in losses at the tribunal.** Tribunal representation is included as part of the insurance cover but we will also act for clients on a fixed fee basis when insurance is not taken.

## Some of our recent cases.

- Overturning at employment appeal tribunal (EAT) a finding of unfair dismissal in relation to a redundancy dismissal.
- Successfully defending an EAT brought by an employee whose unfair dismissal complaint was dismissed and obtaining an order for repayment to our client of outstanding training costs.
- Successfully defending four claims for unfair dismissal, discrimination and failure to collectively consult following a large scale redundancy exercise.
- Defending at Edinburgh Sheriff Court, an action brought for negligent misstatement in respect of the provision of an employment reference. Obtaining an award for costs against the unsuccessful employee.
- Successfully defending a claim for race discrimination brought against an employment agency.

### Profiles of just two of our experienced team.

#### Donald MacKinnon

Donald heads up Law At Work's team of employment lawyers. A solicitor of 15 years' experience and since 2005 accredited by the Law Society of Scotland as a specialist in the field of employment law, Donald has vast experience of representing clients at tribunals throughout the UK and at the Employment Appeal Tribunal.



#### Margaret Anne Soderqvist-Clark

With eight years' experience as an employment lawyer, Margaret Anne is a skilled litigator regularly appearing in tribunals. Recent cases that Margaret Anne has dealt with include actions involving unfair dismissal, disability and sex discrimination, and equal pay.



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