

Caroline Neal

EMPLOYMENT LAW



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ADVICE



CAROLINE NEAL

Contracts of Employment
Maternity/Paternity/Family Rights
Fixed Term Contracts
Redundancy
Employee rights
Holidays
TUPE
Discipline & Performance Management
Discrimination
Grievances
Termination of Employment
Unfair Dismissal
Recruitment
Restructuring
Employment Status
Policies and Procedures
Absence
Whistleblowing
Working Time & Time Off

“Caroline has been advising us now for over fifteen years. Not only does she consistently give sound and considered advice, but we have learnt from her too, and find ourselves applying her advice on a day to day basis in the business.

I would have no hesitation in recommending her services; we have found them to be invaluable.”

Geoff Williams, Managing Director,
The Hughes Group, Beaconsfield

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A large, semi-transparent portrait of Caroline Neal, resting her chin on her hand, looking directly at the camera.

**A Fresh
Approach to
Employment Law**



The wealth of existing employment legislation, which changes on a regular basis can seem daunting to untangle for employers and employees alike.

There is light at the end of the tunnel for Small & Medium Enterprise (SME's) by way of a new local business service founded recently by Caroline Neal.

Caroline has spent nearly 29 years in the employment law field, advising at all levels, both in-house and in a consultative capacity.

The business, Caroline Neal Employment Law, which Caroline has set up as non-practising solicitor, offers employment law advice to corporate clients.

She believes that a fixed fee monthly service is the way forward for corporate clients, assisting with budgeting, and removing the uncertainty of how much advice is going to cost.

Companies currently have a choice of using solicitors for employment law advice (which can often be expensive), or one of the many helplines available, however these don't necessarily offer a personal service and in some cases managers find themselves talking to a different advisor each time they call.

Caroline's new service offers clients the chance to benefit from her many years of experience, together with the comfort of speaking to someone who is familiar with their business and staff, without worrying about increasing costs. Caroline likens the service to having access to your own HR Director at the end of a phone!

For more information

call: **01494 674469**

email: **caroline@cnemploymentlaw.com**

or visit: **www.cnemploymentlaw.com**

FIXED FEE MONTHLY SERVICE for Corporate Clients

The fixed fee service is based on estimated usage and provides telephone/email advice, a visit to the client's business to get to know a little about the company (if the client wishes, some don't) and the drafting/vetting of basic employment related letters.

Level 1 for infrequent usage equating to approximately 12 hours per annum. **£99 plus VAT per month**

Level 2 for more regular use equating to approximately 24 hours per annum. **£199 plus VAT per month**

Level 3 for frequent use equating to approximately 52 hours per annum. **£429 plus VAT per month**

For any additional work not covered by the advisory tariff above, i.e. that which requires more than drafting a basic letter or vetting and amending a client's letter, such as drafting contracts of employment, policies and procedures, projects such as assisting with redundancy programmes, tribunal work etc. Caroline offers a reduced hourly rate of £99 plus VAT (usual rate £145 plus VAT).

HOURLY RATE

For clients who do not wish to sign up to the fixed fee service but nevertheless require advice, meetings, one off projects etc. Caroline offers an hourly rate of £145 plus VAT.

BESPOKE PACKAGES

For smaller clients without their own in house HR/employment law support who can't justify employing someone full time in the role, but nevertheless need HR and employment law assistance, Caroline also offers bespoke packages tailored to clients' needs, such as a day (or a half day) a month's support on site sorting out contracts/employment law issues etc., either in addition to the monthly service or instead of, and prices can be tailored accordingly.

TERMS & CONDITIONS

When it comes to Terms & Conditions Caroline also believes in keeping it simple. Her view is that businesses are becoming increasingly frustrated with lengthy and complicated contracts, which often have to be terminated at exactly the right time or businesses find themselves inadvertently signed up for another year! If clients want to leave her service they simply need to give one month's notice.

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“As a small business, we encountered a major problem with one of our employees and didn't know which way to turn, then I met Caroline Neal an “ambassador” for the small business. She gave me the support, advice and strength I needed to help bring this most awful experience to a very satisfactory conclusion. Caroline stood by us, her knowledge of employment law is superlative and I wouldn't use anyone else.”

Jane Wilson, Director,
Atlas Direct Limited,
Aerials, Satellite & CCTV