

# Intelligent Employment

**Straight-talking | Solutions-focussed**



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**Halborns.**

 An  
Empowering  
People Group  
company

# A taster of our tone...

## 1. About this policy

1.1 The purpose of this policy is to outline your entitlement to paternity leave and set out the arrangements for taking it.

1.2 You will not be **discriminated against or subjected to a detriment** for taking leave in accordance with this policy.

1.3 This **policy does not form part of any contract of employment or other contract...**

1-12

VS

## 1. Paternity leave

1.1. If your partner is having a baby or going to adopt, you're going to need **time off to enjoy this special moment and to help out.**

### Taking your leave

1.2 You need to take the leave **within 52 weeks of the date of your baby's birth** or if your baby is born early, then 52 weeks from the Sunday before your baby was due...

1-3

Would you rather 12 pages, or three?...

# A taster of our tone...

1. Carer's leave
2. 1.1. We recognise that you may need to **take time away to provide care for a loved one.**
3. This policy outlines the support we can give for 'carer's leave' but there are **other types of leave and support which may be available** to you depending on your circumstances; see our policies on emergency time off for dependents/ parental leave and for more details.

1-2

- **Clear and concise - this policy only needs 2 pages!**
- **Engaging, supporting and user-friendly**
- **Flowcharts to illustrate processes wherever possible**
- **...100% legally compliant, of course!**

**We'd love  
to hear  
from you!**



**Scan me or  
click here to  
get in touch!**

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# Why businesses partner with us...



## We avoid successful claims

In the last five years, we've helped ensure none of our clients have paid a penny in compensation at employment tribunal through early intervention in ER issues.



## We create efficiency and save time

On average we reduce the time to close ER cases by 40% compared to when they're dealt with internally, creating greater efficiency and saving you valuable time.



## We reduce associated ER costs

Reducing the time to close cases and securing our expert advice early reduces costs associated with ER issues such as long suspension periods and unnecessary sick pay.



## We don't sound like lawyers

We use clear, plain-English, jargon-free language in all our advice and document drafting to ensure it's user-friendly and easy for you to put into practice.

# What is Intelligent Employment?



**Unlimited day-to-day employment law advice**



**Unlimited employment document access**



**Contract and employee handbook review**



**Proactive support to help stay ahead of the curve**



**Fixed annual fee to help keep control of costs**

# Intelligent Employment

## 5 reasons it's our most popular service...

### 1. Contract and handbook maintenance

We'll ensure your people documents are compliant, practical and user-friendly with our review and ongoing updates. Did you know, out of date contracts can cost you up to £2,572 per employee?

### 2. Unlimited day-to-day advice

No watching the clock...just solutions-focussed, practical and relevant advice delivered by expert employer lawyers dedicated to your business.

### 3. User-friendly people templates

Increase efficiency and save time with our straight-talking, compliant people templates covering very stage of the employment journey.

### 4. Regular updates and insights

Build knowledge and stay ahead of the latest employment law changes, how they'll impact your business, and your industry.

### 5. Budget with confidence

Fix your annual legal fees for up to four years, no matter how many times you pick up the phone. No hidden limits, just exceptional service standards.

# How we work...



## We focus on solutions

Legal compliance and risk management balanced with commercial pragmatism and practicality. We understand what a good result looks like for you and explain what we'd do if we were in your shoes.



## We say it straight

Plain English, no-jargon explanations to ensure our advice is always clear, easy to understand and simple to action. We get to the point to help you get to your desired goals.



## We're personal

We don't pass you around. You have a consistent relationship with two experienced employment lawyers to build a commercial understanding of how you like to work, leading to more pragmatic and agile advice.



**Hear it  
directly  
from our  
clients!**



# A few names we work with...



**UNiDAYS**



**EQUIFAX**



**COOPER PARRY**

