

Hiscox continues to work closely with Business HR Solutions, a human resources and health and safety service to provide you with a valuable resource to help you minimise the legal risk presented when employing people.

Business HR Solutions' service is designed to keep you up-to-date and help you stay on top of changes in human resource and health and safety legislation.

Business HR Solutions' clients are professional firms, small and medium-sized companies, trade associations, HR managers in companies, consultancies and not-for-profit organisations.

The service does not just inform you of what you need to do but, it also advises you **how** to do it.

- **The Business HR Solutions website** – an easy to use, interactive website that provides you with:
 - HR information: e.g. on maternity leave, disciplinary meetings etc.
 - HR policies: you can easily customise and brand downloadable HR policies
 - Employment contracts: you can quickly produce a variety of employment contracts
 - HR letters: includes offer letters, maternity leave letters, redundancy letters and many more.
- **The Business HR Solutions advice service**
When people problems arise, get down to earth practical advice from qualified and experienced advisors.

When you register, you are entitled to one **free** call to the advice service per annum. You are able to purchase additional time for just £95 per hour plus VAT, which can lead to savings on solicitor's bills and reduce the risk of legal claims. All purchased unused time is saved for your next call and all advice given is confirmed by email.
- **Free online HR and health and safety audit**
The HR and health and safety audits will highlight areas of risk, and also make recommendations as to how to address and issues that are identified.
- **Monthly e-newsletter**
The monthly newsletter helps to keep you up to date with changes in employment law, as well as providing practical advice in relation to how the changes may affect your business.

Accessing Business HR Solutions as detailed above would normally cost you £795 plus VAT. As a Hiscox business customer you can enjoy this benefit at a specially discounted rate.

The benefits of Business HR Solutions

- **Help to protect you and your business**
Employees can bring several different types of claim at an employment tribunal and the cost can be thousands of pounds. Having adequate employment documents and policies in place can protect your business from possible risks, and losses that are not necessarily just financial. Legislation may increase the impact of serious breaches of health and safety on directors and managers.
- **Save you money**
Business HR Solutions provides a quality service at a fraction of the cost of using traditional sources of advice like a solicitor.
- **Save you time**
Business HR Solutions' online guidance, often using step-by-step guides is accessible 24-hours a day.