

Legal support

*expert representation,
when you need it*



Expert advice and support to guide you through the entire journey of an employment tribunal claim, from working with ACAS through to representation at full hearing.



empower technology provides instant access to all the materials and documentation you need to start building a robust defence should you find yourself responding to an employment tribunal claim.

If you require additional legal support then Halborns, our Group employment law specialists, can help you maximise **empower** with straight-talking support for:

- ET preparation and representation;
- Conciliation; and
- Settlement agreements.

“Halborns are the most impressive legal partnership I’ve experienced in my career. They’re commercial, supportive, and feel more like an extension of your in-house team.”

HR Director, Motorpoint PLC

Employment law experts

Halborns have extensive experience in supporting and defending claims for national businesses and major brands, creating efficiency and reducing demand on your internal resources by:

- Proactively managing the process to ensure you maintain control throughout;
- Assessing risk and identifying strengths and weaknesses around the case; and
- Recommending a defence and advising potential strategies.

You’ll be supported by a dedicated in-house advocate ensuring consistency of support and advice throughout the tribunal process.

Strategic support

With Halborns extensive expertise on your side, they’ll support you with early identification of a ‘good result’, along with the risks of proceeding to full hearing. They’ll help you to create a negotiation plan, support with the possibility of settlement, and guide you strategically through the next steps at every phase of the process.

Robust evidence trail

empower technology ensures that you’re capturing all the necessary detail, information, and documentation throughout your people processes. Should you find yourself faced with defending a claim, you’re able to provide a comprehensive evidence trail of all the actions and correspondence so your advocate can begin building your robust defence.

Increased efficiency

Gathering information, collating documents, and producing evidence is often a time consuming and labour-intensive process. **empower** technology provides access to everything you need to start building your defence at the touch of a button. This reduces the impact on your in-house team and existing resources, creates efficiency in your response, and reduces unnecessary stress in what can already be a challenging experience.



Expert representation, when you need it

"We've never had a tribunal claim before ..."

Handling complexity

Halborns' in-house tribunal experts are approachable and supportive. No matter how many claims you've had, they'll take every case with a commercial and straight-talking approach, ensuring that you understand your prospects of success, the strengths and weaknesses in the case, and what strategies are available to you in order to reach a result that is right for your business.

"Our internal team is stretched at the best of times..."

Reducing the impact

We know that any claim is a concern and a demand on your resources that you could do without. The **empower** technology significantly reduces the impact by ensuring you have all the materials you need at your fingertips to start building your case and defence alongside Halborns' tribunal experts to absorb the strain from your team.

"I'm concerned about those required to give evidence..."

Supporting witnesses

empower technology, coupled with Halborns' expertise, mean that witness statements are created in a timely, stress-free manner, focussing on particular areas of weakness around the case ensuring confidence and clarity. Halborns can also provide bespoke training for witnesses so that they're fully versed in what the process entails and what to expect when delivering their evidence.

"How do we know if we should settle the claim?"

Settlement support

You certainly don't need all the answers. Halborns will use their extensive tribunal experience to discuss and agree any negotiation strategy with you, support in those conversations with the necessary parties, and ensure you understand all potential risk and advice as if they were in your shoes.

Innovative technology sits at the heart of the **empower** proposition, with complementary services available to provide enhanced business benefits.



Technology

Digital simplicity for HR process



Advice Line

Expert support where it can most add value



Analytics

Translate data into actionable people insight



Consultancy

Point solutions to further strategic objectives



Learning Solutions

Develop manager capability and confidence



Legal Support

Robust preparation and representation

To find out about our other solutions, please get in touch.

0844 327 2293

info@adviserplus.com

www.adviserplus.com/empower

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