

Peninsula Business Services Figures Show Small Firms Are Leaving Themselves Open to Employment Tribunal

Peninsula Business Services issues warning that small firms face employment tribunal if they continue not following HR policies and procedures.

May 10, 2013 (FPRC) -- Peninsula Business Services, the employment law consultancy has revealed that it took an all time record volume of calls to it's 24 hour advice service, Peninsula figures reveal that during the week Monday 29th April - Sunday 5th May inclusive, 21,243 UK businesses called the Peninsula HR advice service.

The number one reason employers need HR help is for disciplining staff, with 16,230 calls from small firms wanting help on the matter.

Alan Price, Employment Law Director for Peninsula Business Services said today,

'Disciplining staff is a complex issue that many employers often get wrong, however it is also the key reason why they are taken to employment tribunal. We see so many employers who make costly mistakes, fail to follow correct policies and procedures and then end up at employment tribunal. Simple mistakes like not following the correct procedure is how these small firms end up at tribunal.'

Alan Price continues, 'You have to remember that many workers know more about their rights than ever before, disgruntled employees know the system, they know how to take their employer to tribunal, and they know they can make a huge amount of money that is why it is very important that employers follow procedure.'

Price adds, 'Rules in place also need to be written down, your employees need to be aware of these, again this is another common mistake that employers make which end them up at employment tribunal.'

Alan Price concludes, 'Another common mistake is when employers act in haste, especially when they are frustrated with a member of staff and all they wish to do is get rid of the individual - remember there are rules that you need to follow. Any employer who is unsure about their disciplinary rules and procedure must get professional advice. But cutting corners is going to cost the employers money and HR rules and procedures should be something employers do not overlook.'

Notes to Editor:

- Peninsula Business Services is the UK's largest employment law consultancy.
- Alan Price is Employment Law Director of Peninsula Business Services
- Peter Done is Managing Director of Peninsula Business Services
- For further clarification please contact Sammual - James McLoughlin at Peninsula on 0161 827 8511
- Peninsula Business Services operate a 24 hour HR/ Employment Law advice service which UK small firms are able to call and obtain around the clock advice on employment law issue. The advice service is open to employers only.

Contact Information

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Keywords

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