

## **Peninsula Business Services Hits Record Week in Giving Employment Law and Hr Advice to Employers**

*The number of calls from employers wanting advice on HR legal issues has increased substantially. Employment law and complex procedures are the reasons why employers need help and assistance.*

November 27, 2013 (FPRC) -- Peninsula Business Services has experienced a record week in terms of the number of calls made by employers to its HR advisory service. In the week Monday 18th November 2013 to Sunday 24th November 2013 inclusive, Peninsula received 17,363 calls from employers.

Alan Price, employment law and senior director for Peninsula Business Services said today, "Workplace HR issues continually create unpredictable problems for employers, of which thousands call the Peninsula advice service daily. The most common problems include absenteeism issues, conduct and disciplinary procedures. It is right that bosses look to seek advice on such issues, getting it wrong can land employers in hot water, even worse employment tribunal. "

Price continues, "My initial advice to any employer is to check your HR terms and conditions, what policies and procedures do you have in place? Ask yourself whether they are watertight, can they stand up at employment tribunal, are the procedures you have in place enough to protect your business and have you acted fairly whilst following procedures you have in place?"

"If employers are unsure then we ask them to call us because we have a team of specialists from a wide background of HR practices that can advise. Employment Law is so diverse, I struggle to think how bosses get the time to learn it all especially when they are busy running a business. However with the influx in employee rights it is increasingly more difficult for employers to be able to dismiss someone without good reason and this is a key reason to why there has been an increase in the number of employment tribunals made from disgruntled employees."

Alan Price concludes, "Employers need to check the documentation and policies that have in place. They should also ensure that they do not discipline someone without firstly following procedures, conducting it fairly and most importantly taking legal advice especially if they are unsure of what to do or how to handle the situation. "

Notes to Editor:

Peninsula Business Services is the UK's largest employment law consultancy.

Alan Price is employment law and senior director for Peninsula Business Services.

For further clarification please contact Sammual-James McLoughlin on 0161 827 8511.

### **Contact Information**

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### **Keywords**

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