



Bevan Brittan

**Working with you to help
manage HR legal spend**



Bevan Brittan Employment and Pensions Team: Our experience and approach

Our employment team of 22 solicitors is recognised as a top tier employment law supplier in the legal directories. Chambers and Partners noted that the team is "Renowned for its focus on advising healthcare providers on employment disputes and operational queries".

We provide the full range of contentious and non-contentious employment law support to an extensive client-base of healthcare organisations. This includes, for example:

- Acting in 272 Employment Tribunal claims for NHS organisations in the last 3 years, with successful outcomes (claim withdrawn, commercial settlements or success at hearing) in 98% of these.
- Nationally recognised expertise in medical workforce and Maintaining High Professional Standards advice, with a long-term legal secondment to the National Clinical Assessment Service ("NCAS").
- Our ground-breaking work with the South West Pay Terms and Conditions Consortium and other healthcare organisations on changing terms and conditions.
- Hosting an ongoing "7 day services senate" to assist workforce leaders from the major London acute Trusts (including Barts Health) to innovatively address the 7 day service challenges.

Our long-standing experience in this sector has enabled us to develop an innovative approach to assisting healthcare organisations to manage their HR legal spend, including:

- Fixed fee arrangements and menu-based pricing – Delivering financial certainty.
- A collaborative working approach – To reduce costly industrial unrest and litigation risk.
- Knowledge and skills transfer – For continuous improvement in your HR and management practice.

To give you financial certainty, we can provide you with a sophisticated full-service fixed fee arrangement or with menu-based pricing for individual specific services.

Fixed fee arrangement and menu-based pricing

Key components of our fixed fee arrangement include:

- Provision of our services within the pre-procured legal services framework (SBS).
- An annual target for the reduction in fees following a review of the last 3 years of your legal expenditure data and our highly competitive hourly rates under the SBS framework.
- Agreed boundaries for the work performed internally, or undertaken by us and a Tribunal protocol.
- Additional entitlements to Free Value Added Services in line with our SBS framework services.

We can provide our menu-based pricing offering in parallel or separately to a fixed fee arrangement, allowing you to pick and choose services at a set cost including, such as:

- Separate stages of Employment Tribunal litigation.
- Settlement agreements.
- Contract and policy reviews.

Collaborative working approach

We take the view that prevention is better than cure in order to reduce HR legal spend. We practice this by working collaboratively with you to reduce and manage risk both within your team and to continuously improve your experience of working with us, including:

- **KPI's**
We agree KPIs that cover all the aspects of the work we do to be clear what success looks like and to assist you managing your HR legal spend.
- **Regular Surgery / Strategy meetings**
Strategy meetings to cover all of your existing matters and/or on-site employment advice surgeries to address ad hoc queries, with your HR team, at regular agreed intervals.
- **Monthly update**
A single monthly comprehensive overview of the key details, progress, risks, costs and exposure in respect of all of your instructions to us. In addition to (not a substitute for) timely updates on each instruction.
- **Case Management Protocols**
An agreed case management protocol for litigation instructions is a key means of reducing legal spend, clearly delineating our and your expectation of responsibilities, reporting and time-frames.
- **Route map meetings**
At the outset of a complex instruction (e.g. managing doctor's conduct concerns) to identify your priorities, the risks, mitigation strategies and next steps.
- **After action reports**
A concise report after any substantial contentious instruction to identify areas for improvement and potential training needs, shared with HR and management teams.
- **"Lessons learned" / "Wash up" meetings**
Meetings with key witnesses, managers, or HR after any substantial contentious or non-contentious instruction to collaboratively discuss and identify lessons for future practice.
- **Annual key themes report**
An annual synopsis of the repeated or significant themes arising from the employment law advice sought by you to inform risk management initiatives.
- **Matter Feedback**
Requesting feedback during and at completion of a transaction.
- **Client Relationship Lead**
An overall named, visible, Partner to co-ordinate the relationship with you. Regular visits with honest feedback sought and actions agreed.
- **CEO visits**
Our CEO monitors our service delivery. Feedback informs development of our policies and working practices.
- **Externally commissioned feedback**
Opportunity to speak in confidence about successes and opportunities for improvement.

Knowledge and skills transfer

We enable transformational rather than transactional HR with an ongoing knowledge and skills transfer to your HR and management teams. We do this by capturing lessons learned, improving existing processes and creating and sharing innovative and better ways of working.

This can include:

- **"Table top" policy reviews**
Brainstorming practical solutions with your HR or management team. Quicker and more efficient means to explore what works in practice and create robust policies and procedures.
- **Workforce Forum**
Our interactive discussion forum for Directors of HR. A unique opportunity to discuss strategic workforce issues, share knowledge and exchange views on topical healthcare matters.

- **Bespoke workshops and training**
Targeted training to address issues informed by our Key Themes Reports, After Action Reports and Lessons Learned Meetings (above). Bespoke and interactive sessions to engage with practical scenarios.
- **Precedents**
Access to a raft of templates (such as contracts of employment and draft letters or policies) to enable internal HR teams to manage issues without recourse to legal advice, saving time and costs
- **Legal Alerts and monthly publications**
Immediate notification of urgent information and practical implications.
Monthly updates and tweeting shorter news items and information on a regular basis ensures teams are fully briefed.
- **Professional services lawyer and library resource**
Made available to assist with the preparation of your internal training materials and updates on key employment issues
- **Joint events with the HPMA**
"Future Workforce Leaders" programme which focuses on strategic workforce issues.
- **National training programme**
Workshops and seminars in our offices available to your HR team and managers (recent topics such as TUPE, "What's on the Horizon" and Fit and Proper Person Test).
- **Meet the Team MHPS Training**
Introductory training session for those with dedicated roles and responsibilities under the Maintaining High Professional Standards policy. Aimed at Case Investigators and Case Managers and Clinical Leads.

Next Steps

I and members of the team would be delighted to meet with you to discuss further how we can assist you to manage your legal spend and practical arrangements to implement all or any of the above.

For more information please get in touch



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The lawyers are really commercially astute. They are good at tailoring advice to our specific needs, not just pulling things off the shelf.

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