



Employment law advice and personnel support

FLEXIBLE - AFFORDABLE - ROBUST



what is alpha?

Alpha is an innovative employment and HR support package from a nationally regarded law firm that doesn't sit on the fence.

- It is a truly flexible service which can be tailor made to suit your business, whatever its shape, size or budget.
- Our team of experienced lawyers focus on pragmatic, robust advice at a price that won't break the bank.
- Underpinned by our belief in the value of face to face contact.
- Whatever service you choose, we always take the time to meet you and your managers so that we understand how you work and what makes your business tick.
- Whenever you might need it, you can also benefit from the expertise and support of our specialist commercial lawyers as well as our other joint venture partners.
- No nonsense real world advice to protect your business.
- So why not see if alpha can help you revolutionise your workplace.



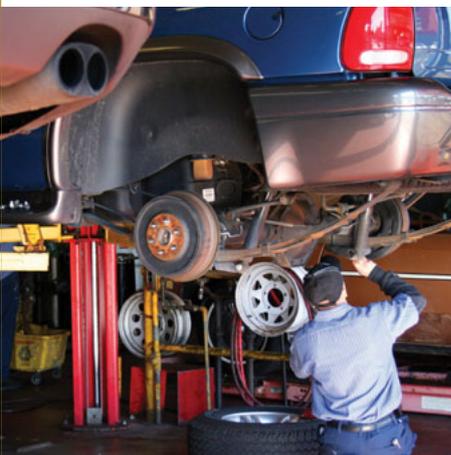
No hidden costs

why is alpha different?

From speaking to our new and prospective alpha members, we know that there is widespread dissatisfaction with many personnel support providers. The patchy, arms length, telephone backed service manned by 'HR consultants' regularly fail to deliver. The advice is often tailored to meet insurance company requirements and to add insult to injury, many tie you in for up to 5 years.

Alpha is different. It is a completely flexible product that can be whatever you want it to be.

- Choose from 2 different services or 'mix and match' to suit the individual needs of your business;
- Prices and products to suit all budgets and we guarantee to price match any comparable product;
- Robust, no nonsense advice;
- Preparation of bespoke letters and documents which you can send directly to your employees;
- On site visits to deal with HR issues;
- No hidden costs;
- Enjoy discounted support of the lawyers in Martin Kaye's Commercial Department with corporate, litigation, debt collection and commercial property expertise;
- Discounted legal services for all of your staff;
- Access to any of our tried and tested joint venture partners including health and safety;
- Optional bespoke legal expenses insurance to protect you from cost of defending a Tribunal claim;
- Access to top quality barrister representation at Tribunals.



Flexible, bespoke products to
suit all budgets

The alpha product range

Alpha can be whatever you want it to be; it is a completely flexible product. If you want pure telephone advice, we can supply it. If you want us to take a more hands-on personnel function and conduct for example disciplinaries, grievances, redundancy consultations etc., we can deliver. The service is tailor made and priced accordingly.

Alpha

A fixed price level of cover which provides you with a support advice line where you will receive **robust, commercial advice**, unlimited preparation of **bespoke documentation** and also a range of documents and guides which can be uploaded onto your systems. In addition, **four onsite visits** per annum to support with any Employment or Personnel issues. You will also receive email employment law updates, employment audit and report, preparation of employment contract and staff handbooks, exclusive discounted rates on additional instructions, access to our Commercial Division and special arrangements with our joint venture partners.

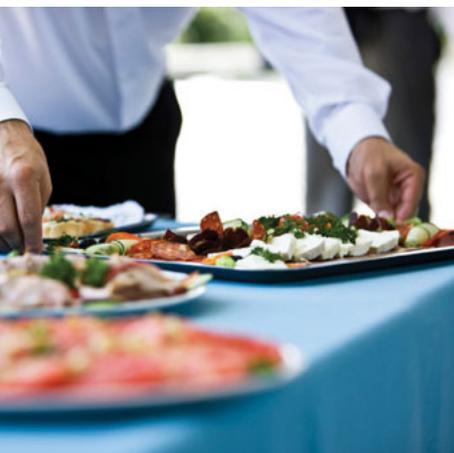
Alpha Max

Providing all benefits available for Alpha, in addition to **unlimited on site attendances** for employment or personnel matters as well as **in-house personnel training for your senior staff and managers**. Free attendance at our Employment Law Seminars and discounted legal fees for your employees in areas such as wills, conveyancing, family and consumer issues.

Optional Legal Expenses Insurance

If you choose to include this optional level of service you will no longer have to worry about the costs of defending an Employment Tribunal claim brought against you by an employee.

This insurance policy will pay out up to **£100,000 per claim for legal fees and compensation** you may be ordered to pay by the Tribunal. It also covers all work carried out by the Alpha Team and representation at Tribunal by Barristers.



Robust, no-nonsense
commercial advice

The benefits of joining alpha

	ALPHA	ALPHA MAX
Employment audit on site	✓	✓
Risk management report	✓	✓
Preparation and implementation of Contracts of Employment and Staff Handbook	✓	✓
Telephone advice from your personal, dedicated advisor	✓	✓
Employment and personnel advice and assistance by telephone and email	✓	✓
Bespoke documentation/letters	✓	✓
Personal visits	Up to 4 per year	Unlimited
Monthly email legal update	✓	✓
Access to a range of services from our joint venture partners	✓	✓
Additional helpline to commercial department	✓	✓
Complimentary invitations to Employment seminars	✓	✓
In-house personnel training		✓
Discounted legal services for members and employees – eg wills, conveyancing, family		✓
Legal expense insurance against legal fees and award in event of a Tribunal claim up to £100,000 per claim	Optional	Optional

36 month subscription for a fixed annual fee
Monthly instalment payment option



A personal, dedicated advisor assigned to your business

What to do next?

It's simple, contact us on:

Tel: 0845 450 1561 Email: alpha@martinkaye.co.uk

and we'll be in touch within 24 hours to arrange a meeting.

or let us know:

- 1 How many people you employ
- 2 Your organisation's annual payroll figure
- 3 Number of operating sites

and receive a no obligation quotation within 24 hours.

Not sure?

Why not speak to one of our members for a testimonial or arrange for one of our team to come and see you.



Free telephone advice and support from our commercial department

Testimonials

“As a large employer, and award winning leader and supplier of both branded and private label cling film and aluminium foil, we require expert employment related advice. Alpha provides this advice in an understandable and robust manner and we have been extremely impressed with the service we receive from the Alpha team and would thoroughly recommend them to any employer requiring expert HR and employment support.”

Sarah Drummond
HR Manager, Melitta UK Limited
(Company behind the Bacofoil brand)

“Alpha has provided assistance in some highly complex HR matters and continued to provide our day to day HR advices. They offer a very commercial and pragmatic approach to employment related problems and we have been impressed with the level of service. Members of the alpha team are extremely approachable and ensure that our contracts of employment and documentation remain completely up to date.”

Ali Allibhai
Managing Director, Citroën Autobase

“The Alpha service is invaluable and we have been particularly pleased with the on site HR support”

Phil Bowd
Bursar, Oswestry School

“The alpha service has provided us with employment and HR advice for several years and we have been very pleased with the level of service and quality of advice provided to us. We have no hesitation in recommending Alpha to any Company or Organisation which wants to effectively manage its employment related enquiries.”

David Wauchope
Company Secretary, McPhillips (Wellington) Ltd

“It is important for us to create a close relationship with our advisors. Alpha is an excellent service which enables us to work closely with our lawyers particularly in the complex area of Employment Law”

Johnny Hobeika
Operations Manager, Sanita UK Limited

“We have been extremely pleased by the quality of the advice we have received and personal support. The fact we received letters and documents ready to send out is fantastic 10/10.

Alpha is an excellent service, a virtual HR department, providing practical and robust advice – thoroughly recommend it to any school”

Natalie Shaw
Bursar, Packwood Haugh School



Legal services available to
your staff at reduced cost

alpha 

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Alpha is a service offered by Martin Kaye LLP, a limited liability partnership of solicitors registered in England and Wales number OC 351496. All members are solicitors of England and Wales. A list of members' names is available for inspection at our registered office: The Foundry, Euston Way, Telford, Shropshire TF3 4LY.