

## Are you prepared to lose up to £100k\* at an Employment Tribunal?

Recent research has shown that Employment Tribunals cost UK employers in excess of £360m a year. On average 30,000 claims are filed with the Employment Tribunal Service each year and although many are eventually settled out of court, they still cost companies £7,000 on average.

These costs are mainly incurred due to lawyers' costs and result from companies' failures to update their procedures in line with legal changes. In order to keep costs down, some employers fail to establish a dedicated ER / IR resource within their HR Function and underestimate the risk of not seeking proper advice on employment law issues.

if an employment claim goes as far as a tribunal hearing, the potential payout could total as much as £100,000\*. This is in addition to the potential reputational risk to the company and the time lost in preparation of evidence.

The early intervention of a specialist ER / IR resource can change the outcome of a potentially volatile and difficult situation, additionally it will allow you to save money, reputation and most importantly, to focus on business as usual.

Given the turbulence of the current business climate and the increased challenges this places on Human Resources, expert Interim ER/ IR support is often the most cost effective way of dealing with difficult or complex employee issues.

At Parkwell Human Resources, we specialise in the provision of permanent and interim HR professionals and specialists from a wide range of HR disciplines. To this end, I am pleased to enclose the profiles of three interim Employee Relations Specialists who are available on an interim basis now.

**Parkwell Search & Selection**  
HR Search & Selection | HR Interims | HR Specialists



Simon Childs  
HR Practice Principal  
Parkwell Human  
Resources

*“The average cost of an  
Employment Tribunal is  
between £7k—£100k ”*

For further details on any of  
these interim candidates, or to  
discuss any alternative  
requirements please  
contact:

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# simplifying Interims

## HR SEARCH AND SELECTION AND INTERIM SOLUTIONS THAT WORK FOR YOUR BUSINESS

Reference No ER4565

£500 Per day

**An Employee Relations Professional** skilled in the delivery of pragmatic, straightforward and expert advice and outcomes on people issues to business managers. With extensive expertise in change management activities, redundancy programmes, employee relations, mergers and acquisitions, designing and implementing HR policies and procedures, talent reviews and employment law. Wide sector experience and demonstrable results orientated attitude in building constructive stakeholder management across diverse client groups, such as Call/Contact Centres and Customer Services, Production, IT Professionals, Financial Services/Finance, Project and Programme Directors and Managers and Business Improvement

Reference No ER 2294 £400 Per day

**A commercially minded Employee Relations Specialist** with extensive experience in Employment Law, Policy Advice - Advising on comprehensive legislation, including discrimination, diversity, data protection, TUPE, working time regulations and redundancy. Developing and advising on comprehensive policies and procedures, ensuring implementation in line with legislative changes. In addition to a strong ER /IR background gained within some of the UK's most prominent Banking, Insurance and Telecoms companies, this candidate has excellent experience of Human Resources principles and practice, with a comprehensive and strategic understanding of HRM, business, technical issues and organisational change.

Reference No HR-LIT8845 £300 Per day

**A versatile, determined and highly analytical HR Litigation Consultant** with a “Big 4” background and strong experience of supporting multiple ER projects. Working closely with company Legal Services and external Solicitors, they have experience of dealing with Internal, 3rd party claims, and claims against the company respectively. Additionally they have good experience of attending council with solicitors, producing Affidavits and ensuring all sensitive (litigation, disciplinary, grievance, dismissal, misconduct) information is derived, delivered and stored in a professional manner in line with the standards and guidelines laid out in the Data Protection Act.

HR INTERIMS  
& SPECIALISTS