

Aspect

HR & Employment Law
for **Golf Clubs.**



RUBRIC
LAW

**We focus on
employment law
so that you can
concentrate on what
you do best. Simple.**

Aspect

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Transforming workforce management

Your people are the key to your golf club's success, but employing people can lead to many challenges. Although operational human resource management will tackle these challenges, employing a HR manager is an expensive overhead.

More than HR consultancy

With Aspect, we reduce cost while bringing more to your golf club by underpinning HR with legal advice from our expert employment solicitors.

We deliver legally compliant, practical HR solutions, while helping you and your team develop your understanding of underlying legal regulations.

Better protection, swifter solutions

As we are solicitors, our advice is protected by legal privilege which means you can be honest with us about your golf club's needs without having to disclose that information to a tribunal.

A straightforward conversation is all it takes for us to swiftly identify and address your problems.

Optimised visibility and control

HR practices gain a cutting edge with Aspect's online HR management platform which includes:

- A library to store contracts and other critical documentation.
- A document management system to track dates of issuing documents to staff including when they are opened.
- A GDPR management system to keep you fully compliant when handling data relating to staff.
- HR files and employee self-service portal – whether in work or operating remotely via their personal device, staff have 24/7 access to their documents and can request holidays or amendments to their data, saving you time.



Working for you

As your golf club grows and develops, Aspect is there to support and guide you on all employment law and HR issues.

Our solicitors work to keep you compliant and away from the employment tribunal. Your golf club receives cost-effective, continued support with all your HR and employment law needs.

We can advise you on the strict legally compliant way to handle an employee issue but if you want to take a different approach we can help minimise the risk. We recognise that the commercial approach is sometimes the best for a business.

For us, client satisfaction is paramount. We want you to be happy with our service and choose us for the quality, care and convenience we provide. As such, we do not tie clients into long term contracts.

Our expertise

There is a multitude of regulation to observe within the rapidly changing world of employment law. For golf clubs this is complicated by the different functions required of employees, unsociable hours and atypical working patterns. With us on your team, you can relax and get on with doing what you do best – running your golf club.

All our advisors are qualified solicitors who specialise in employment law and HR. Our head of employment is also CIPD qualified and has worked as a licensee and sports coach for over 2 decades, giving you not only legal and HR expertise to navigate the regulations but also practical solutions based on a real understanding of your golf club.

Your team

When you engage our services, our knowledge and approach mean we will become a valued part of your team.

Legal expertise, strategic HR management and commercial acumen combine to give you achievable, not just aspirational advice.

Having a dedicated point of contact throughout your retainer period will allow us to get to know you and your golf club, so you receive a personalised service and the support you need.

Why choose Aspect?

Competence

We are trained to the highest professional standards in HR and law and have many years of experience working with golf clubs.

Confidentiality

Our advice is covered by legal professional privilege. Only solicitors have this kind of privilege meaning the advice we provide cannot be disclosed to courts or tribunals.

Confidence

We are accountable to the Solicitors Regulation Authority and if there is a problem with our work the Legal Ombudsman can help to resolve it.

Commercial awareness

Our extensive experience and business acumen mean we appreciate there can be more than one way of dealing with a situation.

Compliance

We help your golf club meet all legal obligations on the employment legislation landscape.

Cost-friendly

Our service offers real value for money. Fixed prices are spread over affordable monthly payment plans. All our legal fees and any compensation in a tribunal claim are included when you take the insurance plan.

Continuity

Our dedicated team will get to know you personally. You won't be passed around different call handlers.

Choice

Our retainers are for 12 months with the option to cancel at any time if you aren't satisfied. Alternatively, we can apply an hourly rate to address individual matters.

Our packages

Package	Sense	Support	Seamless
Fee per month starting from:	£100	£250	£350
Online Aspect HRM Platform including: HR files, GDPR, employee self-service (e.g. request holiday, view contracts), document management system, document library	✓	✓	✓
Access to enhanced services on Aspect HR Platform including: Attendance management, payroll, pensions, toolkits, electronic signatures* <small>*Additional fee per employee per service</small>	✓	✓	✓
Interactive webinars <small>two per annum</small>	✓	✓	✓
Quarterly newsletter	✓	✓	✓
HR audit and report		✓	✓
Template contract & staff handbook		✓	✓
Unlimited legal advice & support including: Telephone advice Follow up written advice Document checking Document drafting		✓ ✓ ✓	✓ ✓ ✓ ✓
Insurance: To cover legal fees and compensation (up to £250,000) in Employment Tribunals and for breaches of Data Protection Act 2018			✓
Settlement agreements <small>maximum two per annum</small>			✓
25% discount on our employment law and HR advice	✓		

Aspect packages are subject to our standard terms and conditions

Our recommendation

Sense

For golf clubs with a restricted budget which may want some technology to support its HR function and the peace of mind to know we are here if needed.

Support

For start-up golf clubs about to take on employees, golf clubs with little or no HR provision which need more detailed advice and support or golf clubs wishing to be compliant with HR and employment legislation.

Seamless

For golf clubs which require a complete in-house service and the peace of mind of legal expenses insurance. Should an employment tribunal claim occur despite our best efforts, the insurance policy provides cover for legal costs, as well as most awards and settlements of up to £250,000 per claim.

Additional services

Strategic HR

Do you want to build a high-performance team? Do you spend a lot of time and money on recruiting, only for new starters to leave after their appointment? Are you bogged down in employee relations issues?

We can help to lead and manage strategic HR projects such as resourcing, improving performance, and staff engagement exercises.

Hands on HR

Managing a disciplinary or grievance process requires three different personnel: one to investigate and report, a second independent person to hear the initial meeting, and a third, preferably more senior person to hear any appeal. The process can be difficult to manage for small-to-medium-sized golf clubs.

We can significantly lift the burden by carrying out the investigation and making the first decision.

Training

Line managers often lack the skills required for many employee management tasks, increasing the risk of mistakes and litigation.

Our training courses are specifically designed for managers who need to up-skill in this area. Our Manager's Toolkits focus on five key issues: discipline, grievance, performance, sickness, and equality & diversity.

All sessions include practical case studies, allowing your managers to practise tasks in a safe environment.

Health and safety

Does your golf club need to review its health and safety practices or policies?

We can help. Please call us to discuss your needs.

The next step

If you have any queries, or to arrange a no-obligation, tailored quote, contact our team on:

T: 01454 800008 or

E: aspect@msrubric.co.uk

If you don't see a package that suits your needs, get in touch to find out how we can help.

We would be more than happy to explore different ways of supporting you.

Visit our website **www.msr-aspect.co.uk**

Aspect

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