



LBJ Consultants
People for Business – Business for People

We are a HR and Employment Law consultancy that offer support and advice to our clients over all aspects of employment law. We work in partnership with our clients to ensure they meet all current employment legislation.

We offer an outsourced service to companies who either don't have an internal HR service or need our second opinion service where we support in house HR with complex or employment tribunal cases.

We have completed settlement agreements on behalf of clients and have successfully completed Judicial Mediation at the employment tribunal leading to COT3 settlements. We have also successfully supported clients recently at tribunals in defending cases raised against them by former employees.

By outsourcing your HR function, we can reduce the costs to your company but provide a totally professional service 365 days per year at no extra cost to your business.

By outsourcing your HR you can save (based on £40k salary) the following-

- Holiday pay; (4,308)
- Pension payments (based on 6% employer contribution); (2,400)
- NI charges (based on 13.8% employer contribution); (4,357)

Total additional employer charges; (11,065)

Therefore, employing a person on £40,000 will cost your business an extra £11,065 per year. You will also have a period of 5.6 weeks when you will have no HR cover.

We will-

- Offer cover 365 days per year;
- Experienced dedicated HR consultants;
- HR Consultants CIPD qualified;
- HR Consultant who is a lay member of the Employment Tribunal Panel;
- We can support H&S through our partner expert;
- We are experienced in training (on site) to managers and staff on all aspects of employment law;
- Our experienced consultant will be onsite every day;



- Dedicated e-mail and telephone support;
- Bespoke letters and documentation;
- Bespoke Employee Handbook;

I have enclosed a summary of our services for your attention and would be delighted to discuss this further with you.

Billy Muir
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