



Our employment law retainer

Instant access to employment lawyers who know you, your business and your team for a simple, fixed monthly fee

Our fixed fee retainer gives you direct, ongoing access to specialist employment lawyers with no ticking clock and no surprises.

It's been specifically designed to give you a simpler, more predictable way to work with clear costs, clear advice and easily accessible support that fits the way your HR team really works.



Certainty, confidence, compliance: Why you need an experienced employment solicitor on hand and on demand

Employment law moves quickly and is unforgiving of mistakes, particularly as those mistakes could cost you key people, money and reputation. However, staying compliant doesn't have to be costly, time-intensive or overwhelming.

Our employment retainer gives you total peace of mind that you're always taking the best care of your people by providing direct access to expert employment solicitors whenever you need it, all for a fixed fee.

Whether you're navigating day-to-day HR queries or managing more sensitive issues like disciplinaries, grievances or absence, need support drafting bespoke HR documentation relating to formal meetings, the outcomes of these meetings or refreshing your employment contracts or HR policies, our team is here with the clear, commercial advice you need.

With our retainer, you'll benefit from proactive risk management, and compliant documentation, all provided by solicitors who know you and understand what you want to achieve.

The direct benefits of our employment law retainer:

-  Ongoing active risk management
-  Time savings
-  Total cost certainty
-  Instant access to experts
-  Legal Privilege
-  Consistency and familiarity
-  Peace of mind



How our employment law retainer works

Instead of working to an estimate or pre paying for a specific number of hours at a discounted hourly rate, you simply pay a fixed monthly fee and we agree to cover the day to day employment law support you need.

You can contact us as soon as an issue arises, without worrying about the clock running on every call or behind every email.

Your monthly fee is based on three things:

1. The size and structure of your organisation
2. The level of support you need
3. Your anticipated volume of employment law queries

This ensures your retainer is proportionate, fair and tailored exactly to your business.

What's included:

Your retainer provides ongoing access to employment law specialists for routine and operational matters, including:

- Day to day employment and HR advice
- Drafting and reviewing contracts, policies and letters
- Support with disciplinaries, grievances and absence issues
- Advice on performance management and probation
- Guidance on redundancy processes and restructures
- Updates on key employment law developments affecting your business

And you can rest assured you will always deal with the people who know your organisation best and understand your appetite for risk.

What's not included:

To keep fees transparent and manageable, the retainer does not include:

- Employment Tribunal litigation
- Large, one off projects (for example, major restructures or TUPE transfers)
- Complex non routine advisory work outside day to day support

These would be quoted separately, with the same clarity around scope and cost so you have complete certainty in advance.

Let's get started today

If you'd like to start your employment law retainer, the process is easy, all we need to agree is:

- Your monthly fee
- The scope of support
- Key contacts on both sides

Your retainer will then begin immediately, running for 12 months at which point we will sit down with you and review the retainer to ensure it remains the right fit as your business evolves.

So what next?

If you'd like to discuss the scope of the retainer in more detail to make sure it is absolutely right for you, please email: employ@wake-smith.com

Meet the team



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