

We support the growth of your business by:



- Helping you move to bigger premises or new locations
- Helping you retain key members of your team with:
 - EMI Share Option Schemes and other incentivisation schemes
 - Contracts of Employment and Service Agreements with properly created commission structures and bonus schemes
 - Preparing and reviewing standard terms of business to protect your talent pool and revenue stream
- Dealing with all the legal issues if you need external investment or funding
- Helping you if you acquire a business or merge your business with another recruiter
- Advising you on new contracts that you win or that you would like to win
- Helping you attract new talent to your business by drafting contracts and structuring incentives correctly
- Advising on the enforceability of restrictive covenants for new members of your team
- Assisting your clients deal with employees or obtain immigration clearance for new employees
- Training on compliance issues, allowing you to sell on service rather than just price
- Ensuring your intellectual property and brand are protected

We protect your margins and allow you to increase your profit by:



- Making sure your client contracts are strong and put you in the driving seat
- Dealing with second tier contracts, master and neutral vendor arrangements and umbrella contracts
- Helping you avoid and deal with regulatory issues:
 - Employment Agencies Inspectorate
 - Gangmasters and Labour Abuse Authority
 - HMRC investigations into National Minimum and Living Wage
 - Information Commissioner/Data Protection Issues (GDPR)
- Resolving all types of dispute:
 - Backdoor fee dispute
 - Temp to temp and temp to perm disputes
 - Getting invoices paid
 - Issues with suppliers
 - Shareholders' disputes
 - Exit arrangements if a client moves their work elsewhere
 - TUPE issues
 - AWR issues
 - Disputes with umbrellas and HMRC with regards to underpayment of taxes
- Protecting your business from disgruntled employees:
 - Action to enforce or defend restrictive covenant issues
 - Recovering confidential information
 - Properly drafted employment contracts and policies
- Helping you deal with underperforming or difficult employees
- UK Visas and Immigration clearance for candidates or for your own team

We help you to realise your investment in your recruitment business by:



- Making sure your company is properly structured
- Helping you sell all or part of your business
- Helping you prepare your business for sale or investment to make sure you get the best deal