



THE SOCIETY OF
SIBA
INDEPENDENT
BREWERS



SIBA HR Service for Breweries – Provided by Naphthens Solicitors

Version 1 | February 2020



For an employer protection scheme tailored to the brewing industry you can rely on Napthens

SIBA provides a legal & business helpline for its members, provided by Silver Supplier Associate member, Napthens.

The helpline can deal with any legal or commercial query from employment or HR through to raising finance and is manned by a specialist team of solicitors with a great deal of experience in dealing with breweries whether they are micro, local or regional. The team can be contacted on 0845 671 0277 or on sibalegal@napthens.co.uk

A large proportion of the queries received through the helpline relate to HR and employment law issues, so Napthens has created a be-spoke package tailored to the brewing industry.

HR³ gives you everything you need to deal with the HR side of the business. As part of the service you will have access to our online iToolkit which provides template documents, HR Managers Guidance notes and fact sheets, together with links to helpful websites. You also get protection and peace of mind if a claim is brought against you in the Employment Tribunal.

Napthens are delighted to offer all SIBA members a 10% discount on **HR³**

HR³ is designed to reduce the strain of HR matters but also be cost effective. Please see below on how **HR³** can work for you and your business

Naphthens offer 3 levels of service available within HR³, enabling you to select the level of support that is right for you and your business.

iToolkit

Enjoy 24 hour access to our unique iToolkit - an online, be-spoke resource for brewers. **HR³** subscribers can access fact-sheets, HR Managers' guidance notes, letters, precedent documents, contracts e.g. head brewer, live-in managers, casual staff, plus training and more... Receive regular news and e-updates on employment law issues and invitations to free seminars during the year.

We will carry out a comprehensive review of your standard contracts of employment, company handbook, policies and procedures, drafting new ones where necessary. We will update your documents when there are any changes to the law.

Level¹



HR Support

Enjoy access to day to day HR support and advice. Your enquiries will be dealt with by a specialist employment lawyer, either by phone or face to face. Our service includes review meetings to ensure we understand your issues and you receive a personalised service to meet your needs.

Optional H&S Support

You might require specialist H&S support. Choose the level of service that suits your business, including a free desk-top review. Flexible packages for telephone/competent person support, H&S policy, H&S audit, fire risk assessments all available through our network of H&S consultants.

Plus all the benefits of level 1 service.

Level²



Insurance

Additional peace of mind with effective risk management - indemnity against awards of compensation and legal fees up to £100,000 per claim and £1m per year.

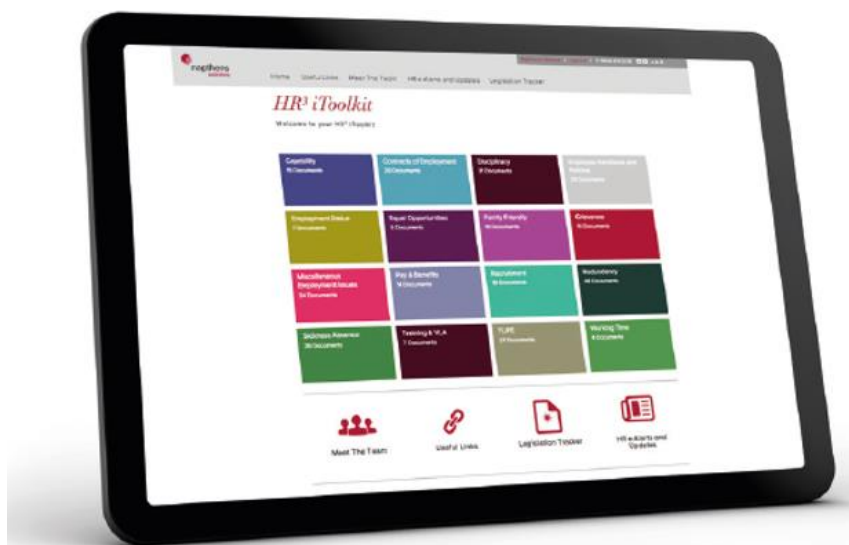
Includes H&S insurance which indemnifies companies against prosecutions under Health and Safety legislation.

Plus all the benefits of level 2 service.

Level³



Subscribers to HR³ have access to the Naphthens' iToolkit giving you 24 hour access to a range of practical HR guides, documents, news and training information tailored to the brewing industry



Find out more

Ask a member of the team for a demo of HR³ iManager and a quote tailored for your business with 10% off for SIBA Members

Contact Naphthens today:
HR3@naphthens.co.uk



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