

KEEPING UP WITH HR LAW



By Ashley Holden, Head of Employment, Herrington & Carmichael LLP

SURREY EMPLOYERS WHO are struggling to keep abreast of current HR law and manage day-to-day employee issues have a new service available to them.

Employment lawyers at Herrington & Carmichael LLP have launched a special HR service for businesses. The service offers the equivalent of an in-house HR/Personnel team for those businesses that cannot afford, or may not want, to employ a full time HR professional.

Even if you have HR staff, there may be times when the sheer size of the issues you are handling or their complexity means that you could do with some additional HR support. That's where we can help you, by spending time with you working through the issues you have, and coming up with solutions that suit you. A lot of external HR advice focuses on telling you what the current rules are, but they fail to work through them with you. You are left trying to fit in around those rules and regulations, and how you eventually achieve that may not be the best or most practical option for your business.

The service covers every aspect of HR from recruitment advice, the drafting of contracts, guidance on pay, benefits and pensions right through to help with contractual disputes and disciplinary and redundancy procedures. It is flexible, fitting around the different requirements of each business and it is delivered flexibly too. Advisers can either meet regularly at the client's place of business or at the firm's office, and of course, are contactable for advice by phone and email.

Ashley is offering a free consultation to local businesses to discuss their requirements and to obtain a quotation.

If you would like a free quotation please contact Ashley on: 0118 977 4045 or email: ashley.holden@herrington-carmichael.com

Making life easier for loved ones when you die

By Dawn O'Leary
Davis Burton Sellek Chartered Accountants of Sunningdale

You never think it's going to happen to you. After all you're immortal. Fact: as you grow older you become much more aware of your mortality. Teachers and police are getting younger and lately I've been to more funerals than birthdays.

SO WHAT CAN I do about it? Well, nothing except live life to the full and make sure everything is in order for when I do leave this world. Everyone has a moral responsibility if they have family to make sure their life is in order and that everyone knows what to do when they're not there.

So don't put off arranging your will. Just think of it as telling your nearest and dearest how you would like to celebrate your life and what's important to you. Put some time aside and get your financial and personal affairs in order too. Make life easier for everyone and keep a concise record of where all your personal information, assets and papers can be located and leave it with a trusted source like your accountant.

Visit: www.davisburtonsellek.com to download your free Personal Organiser



Dawn O'Leary

Take care in Thailand

IT HAS BEEN brought to the attention of Surrey Chambers that treacherous underwater rips can be a dangerous flip-side to the paradise that is Thailand. Following the tragic drowning of a 21-year-old Surrey man in the waters off Karon beach in Phuket, we have been asked to highlight this danger.

BEWARE SECURITY LEAKS FROM MOBILE DEVICES

Mobile devices like laptops and smartphones can help criminals tap into sensitive data because they are often not included in a company's overall security regime, a Surrey IT consultancy has warned.

ROBERT MAY, MANAGING director of the Godalming based IT solutions consultancy ramsac, said: "Mobile devices are critical business tools for many companies as remote working increases. Surveys show that 25% of mobile devices carry mission-critical information (source: BPFM) but that

30% of these devices are lost each year (source: SANS Institute) – which presents a serious risk to data security.

"Most laptop manufacturers have developed increasingly secure solutions, such as operating system password encryption and fingerprint readers for portable devices. However it is easy to overlook these, often for the sake of speed - but it is vital to make the most of these systems. Increasingly third-party manufacturers are also producing a wide-range of plug-in encryption keys, meaning any potential intruder would need to steal the USB key as well as the mobile device to be able to access sensitive data.

"The suitability of the security measures used often depends on the individual and budget available, but with many options on offer it is sensible to investigate these to determine the most suitable."

