

Protecting Insurance Brokers From Employment Relations Risks

Are you prepared and protected if a claim is made against you and it goes to court, tribunal or Acas conciliation... and can you afford the risk?

Risks for employers

Workplace litigation /
Employment Practice Liability,
Damaged Reputation,
Loss of Time...

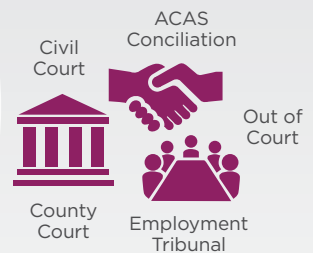
WHO IS CLAIMING?



WHAT FOR?

- Bullying & Harassment
- Equal Pay
- Discrimination
 - Age
 - Disability
 - Gender
 - Race
- Unfair Dismissal
- Hiring Process
- Termination
- Conduct
- Absenteeism

WHERE?



Concordia Broker Protect

Our solution has been designed by insurance experts for insurance experts

HOW MANY / HOW MUCH

150,000

Cases through ACAS and Employment tribunals in 12 months

£3.2M

A single award in March 2015

£45,000

Typical legal costs to defend a discrimination case

39 weeks

The average time it takes to get a case through tribunal

What will you get?



Risk Prevention



Claim Mitigation



Comprehensive Financial Protection

Specifically for Brokers:

Included in your 'BROKER Protect' package is a Risk Audit on all areas of HR, including Health & Safety and FCA Training & Competencies requirements. And if you decide to take up the remedial action recommended by RWA, you get 15% off your next premium!

You will also receive a licence to RWA's Development Zone which will give you access to an extensive suite of online training.

In conjunction with



How We Help You



Get your quote
by calling
03300 889 637
or emailing:
team@concordia-employment.co.uk
or by visiting your dedicated site
www.concordia-employment.co.uk/brokers

Concordia Assistance Throughout the Process

We believe that the key to successful employment relations is early intervention. We are ready and waiting to assist at the first sign of a dispute and we will support you all the way to it's resolution.

Broker Protect: Personalised Protection for Insurance Brokers

Risk Prevention		
	RWA Risk Audit & RWA Development Zone	Risk and Compliance experts will provide you with a full HR risk audit and recommendations. If you decide to follow their recommendations then Concordia will provide you with 15% off your renewal annual premium in recognition of the improvement of risk. One licence to RWA's Development Zone which will give you access to an extensive suite of online training.
	HR Policies	19 Key HR Policies drafted by Clyde and Co and aligned with Acas Codes of Practices, together with an implementation handbook
	Skills based Training for Managers on managing staff performance issues	1 session per year. Number of delegates is based on company size. From 100 employees, training can be delivered on-site.
Financial Protection		
	Policy Limits	Up to £10,000,000
	Excess	From £5,000 to £10,000 based on your choice and underwriting consideration.
	Premium	Individual Underwriting based on rating model - illustration for standard risk (£1m limit, £10k excess) Case 1: 30 FTE = £3,900 + IPT - that's less than £3 per employee/week, incl IPT Case 2: 100 FTE = £7,000 + IPT - that's about £1.50 per employee/week, incl IPT
	Coverage Extension	International risks can be considered
	Policy form	Concordia Pro, a broad Employment Practice Liability Insurance policy wording
	Security	XL Insurance Company SE, rated A+ by S&P, part of XL Catlin Group
Claim Mitigation		
	Claims Handling Support	Included: You will receive step-by-step coaching support from Concordia. You also have access to the pool of Concordia selected / recommended Case Handlers for additional support if you need it. The associated costs erode the applicable excess.
	Solicitor	Clyde & Co, or your preferred law firm, subject to Concordia's pre-approval.
	Helpline - Employment Relations Queries	Included - through the appointed Concordia Account Manager
	HelpLine - Complex HR queries	Yes, through Clyde & Co - initial consultation is free

03300 889 637 | www.concordia-employment.co.uk

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