

# DFA Law LLP – employment contract health check

Did you know that Since 6 April 2020, employers have been required to provide employees and workers with a written statement of particulars of employment by section 1 of the Employment Rights Act 1996 (ERA 1996)?

This statement of particulars of employment must be given to the worker or employee “not later than the beginning of the employment”.

The law stipulates that specific information must be contained in the particulars of employment and an employee or worker is entitled to make a complaint to an employment tribunal where an employer:

1. Fails to provide the particulars required by section 1 of the ERA 1996; or
2. Provides an inaccurate or incomplete statement.

In addition to the risk of a claim, there are other contractual ramifications for having defective employment contracts. Your employment contracts are the cornerstone of your relationship with your employees and set out all rights and obligations between the parties. It is vital that it is sufficiently comprehensive, and that its terms are valid and enforceable.

DFA Law is offering a free employment contract “health check” whereby we will review your standard employment contract template and highlight any deficiencies in the document.

If you then wish to instruct us to amend the document to make it legally compliant we will provide a fixed fee quote for doing so.

We also provide a health check service for staff handbooks and other employee policies and procedures aimed at ensuring they are fit for purpose, up-to-date and compliant with current legislation.

Prices for this service will depend on the size of the documents to be checked but prices start from £105 + VAT.

**To book an employment contract health check contact Michael Nadin on 01604 609 566 or at [michael.nadin@dfalaw.co.uk](mailto:michael.nadin@dfalaw.co.uk) .**