

# SOFTWARE GIVES FIRMS THE GREEN LIGHT ON EMPLOYMENT LAW

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PIONEERING software which gives employers expert legal advice at the click of a mouse could save businesses thousands of pounds in potentially costly tribunals.

EmployerSafe, a unique personnel package devised by specialist lawyers at Employment Law Advisory Services (ELAS), uses a simple traffic lights system to alert managers when they have a potential problem with staff.

Whether it be reminding managers about contract deadlines, alerting them to cases of persistent absenteeism or guiding them through complex disciplinary procedures, the software does all the hard work so that employers can get on with running their businesses.

Pam Rogerson, head of personnel at Manchester-based ELAS, said: "This software is like an extra legal brain working in the office all the time.

"It does not wait until you have a problem. It will spot the issue for you and, using very simple traffic lights, tell employers what is wrong and what they need to do to put things right."

For users, the message could not be clearer. Amber and red lights warn of any urgent legal pitfalls - and suggest what action to take - while a green light says they are in the clear.

At a stroke, the software takes the worry out of firms' hands and means they should never be caught out by employment law again.

“This makes sure all the ‘i’s are dotted and all the ‘t’s are crossed but it does so without making life difficult for managers. All the guidance they need is just a click of a mouse away,” Mrs Rogerson added.

“At the same time, they know they have got ELAS’ expert advice 24 hours-a-day at the end of a phone, should they ever need it.”

But behind the simple traffic lights, EmployerSafe is constantly working with a vast array of data to make sure potential problems are never missed.

Whenever an employee calls in sick, EmployerSafe automatically uses the industry standard formulas to calculate levels of absenteeism and alert staff when it becomes a problem.

In Northern Ireland, where monitoring the religious breakdown of a workforce can be a troublesome and complex task, EmployerSafe takes the worry and work out of an employer’s hands and ensures they are complying with the law.

Whenever a problem does arise, potentially complicated disciplinary procedures are broken down into easy-to-follow checklists to ensure that at every stage, employers do everything to the letter of the law.

The system can even be linked to accounting and payroll software or use data from swipe card systems to monitor when staff are clocking on and off.

And because ELAS is the only company to offer both software and comprehensive legal advice hand in hand, whenever EmployerSafe does find a problem where on screen advice is not enough, it can direct employers to call ELAS’ 24-hour telephone helpline for support.

Perhaps more importantly, unlike other personnel packages on the market, EmployerSafe is both easy to use and comes at a fraction of the price of its competitors.

“EmployerSafe is simple, easy to use system which has been devised by our own team of lawyers so that it is totally relevant to today’s businesses,” added Mrs Rogerson.

“Using it means companies can relax knowing they are complying with the law at all times.”

For more information about the launch of EmployerSafe, call ELAS on 0161 785 2000.

#### Note to Editors

For more information or to arrange an interview with Pam Rogerson, call Chris Marritt at Mason Media on 0151 707 4514 or 07908 214950.