



## Making your contracts and policies Future of Work-proof

**We've been supporting many clients think about a different approach to contracts since the pandemic hit. We've developed a different style which you might be interested in.**

### Thinking of refreshing your contracts?

Are your contracts legally compliant? Since 6 April all new employees and workers have had the right to receive statements setting out the main terms of their employment on day one of employment. The rules have changed a bit as well in terms of what information you have to provide. If you haven't already done so, it's a good idea to check that all the necessary terms are included.

Over time, and after successive updates, contracts can get rather convoluted. We can produce a new draft, written in plain English and incorporating all up to date best practice for a fixed fee.

If you want to take a new direction we've produced a digital contract that can be delivered online to new staff; this allows employers to deliver a welcome message to new employees as part of the onboarding process, as well as being fully compliant with the new contractual requirements.

### Are you prepared for the Future of Work?

The world of work is changing fast, due in part to the catalyst of the current pandemic. As norms and expectations shift, are your policies still relevant? Do you need so many? Perhaps you want them to take the form of forward looking guidance notes which make it clear what is expected of staff?

We can take a look at all your policies and help you streamline them, ensuring that you retain those that are essential but no more.

As a starting point we recognise that you will want to use your own style. We can provide you with a template

demonstrating different examples of policy style, ranging from chatty and brief to more traditional, so that you can decide what suits your organisation best.

All policies can be provided for a fixed fee.

### Implementing new policies

We can provide briefing to your HR and People professionals on the new policies. We are also very happy to run further sessions for managers to embed any refreshed practices and new ways of working. We can also act as a check on how the procedures are implemented and provide further advice on any tricky cases which emerge.

If you would like further details, or for a discussion of your needs, please contact Emma Burrows, Partner and Head of Employment, on [eburrows@trowers.com](mailto:eburrows@trowers.com), or contact a member of our national employment team (see key contacts below).

## Key Contacts

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