

HR NOW

by RFB

Practical HR and employment
support, when you need it **now**

Responsive, solicitor-led support for employers
dealing with HR issues, investigations, disciplinarys,
grievances, workplace change and Tribunal risk.

Service lead
Employment team
Ronald Fletcher Baker



Fast advice

Practical, timely
support when
you need it most.



Independent investigations

Confidential,
robust and
credible.



ERA readiness

Prepared for the
Employment Rights
Act and beyond.



Tribunal support

Clear strategy
and strong
representation.

Backed by a full-service law firm

Lexcel
Practice Management Standard
Law Society Accredited

Legal500
FIRM TO WATCH
UNITED KINGDOM
2026

Legal500
LEADING FIRM
UNITED KINGDOM
2026



Why businesses need this *now*

Employers are facing a more demanding people landscape than ever. Tribunal claims remain high, AI is creating new workplace risks, and the Employment Rights Act is changing expectations around policies, processes and manager capability.



Today's pressures include:



More grievances, disciplinarys and employee complaints



Greater focus on AI use, fairness and data protection



Need for faster, more consistent decision-making



Pressure on managers' time and internal resource



Risk of Tribunal claims if issues are mishandled

What **HR NOW** by RFB is

HR NOW by RFB is a flexible HR and employment support service for employers. It is designed to feel like an extension of your business — practical, responsive and easy to use.

1



Retained support

Ongoing HR and employment backup for your business

2



Pay-as-you-go option

Easy to try, with support available as and when required

3



Project support

Help with specific matters, from restructures to investigations

4



Independent support on the ground

Objective help with meetings, hearings and investigations

5



Solicitor-led from day one

Practical guidance backed by legal expertise from the outset



*The feel of an in-house team,
with the **protection of solicitor-led advice.***



What we *help with*

Practical support across the HR issues that absorb time, create risk and need handling properly.

1



Day-to-day HR issues

- ✓ Disciplinaries
- ✓ Grievances
- ✓ Sickness absence and capability
- ✓ Performance management
- ✓ Conduct concerns
- ✓ Flexible working
- ✓ Family leave

2



Sensitive workplace concerns

- ✓ Bullying and harassment complaints
- ✓ Discrimination
- ✓ Reasonable adjustments
- ✓ Investigations into complaints

3



Change and exits

- ✓ Restructures
- ✓ Redundancy processes
- ✓ Settlement discussions
- ✓ Senior exits

4



Documentation and compliance

- ✓ Contracts
- ✓ Policies
- ✓ Handbooks
- ✓ Manager guidance
- ✓ AI-related workplace policies



Independent support where needed

- ✓ Chairing hearings or appeals
- ✓ Reducing the impression of bias
- ✓ Conducting objective investigations
- ✓ Giving managers extra capacity

Why clients choose **HR NOW** by RFB

We combine practical HR know-how with legal expertise to give you support you can rely on.

01



We deal with issues early

Problems are easier to manage when addressed promptly.

02



We are practical and commercial

Clear advice that helps managers act confidently.

03



We are solicitor-led

Legal risk is considered from the outset.

04



We can stay with you if matters escalate

Seamless support into settlement discussions or Tribunal issues.

05



You gain access to a full-service law firm

Broader business support when needed.

What clients get



Quick answers



Consistency



Confidence



Lower management distraction



External objectivity

Why it matters



Reduced risk



Lower cost



Better decisions



Smoother processes



Stronger legal protection



**Fast support
reduces risk, cost
and management
distraction.**

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Flexible support that **fits your business**

Choose the level of support that works for you.
Scale up or down as your needs change.



01 Retained support

- Ongoing HR and employment backup
- Priority response when it matters
- Document support and drafting
- Regular check-ins and proactive advice



02 Pay-as-you-go

- Easy entry point with no commitment
- Use us when issues arise
- Practical, cost-effective support
- Ideal for businesses wanting to try the service



03 Project and on-site support

- Investigations and fact-finding
- Hearings and representation
- Restructures and change projects
- Training and policy reviews

Onboarding audit & ERA readiness

Start from a stronger position.

We review key areas, identify risks and give you a clear action plan so you're prepared — not just protected.



- Review contracts and staff handbook
- Disciplinary and grievance procedures
- Equality and harassment documentation
- Absence and capability processes
- AI-related policies and governance
- Manager training needs
- ERA-readiness priorities

Ready when you need us

HR NOW by RFB gives you practical, responsive and targeted support when HR challenges arise — so you can act with confidence and clarity.



Fast advice

Practical, timely support when you need it most.



Independent support

Confidential, robust and credible guidance.



ERA readiness

Prepared for the Employment Rights Act and beyond.



Tribunal support

Clear strategy and strong representation.

Employment team

Ronald Fletcher Baker

Backed by a full-service law firm

Access expert legal support across a wide range of business needs:

- ✓ Corporate
- ✓ Commercial Contracts
- ✓ Property
- ✓ Litigation
- ✓ Regulatory
- ✓ Debt Recovery



To discuss **HR NOW** by RFB or arrange an initial conversation, contact the **Employment team**.



rfblaw.co.uk

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