



Frequently Asked Questions

**Approachability is key.
APERS is happy to answer
any questions you have.**

OVERVIEW

At APERS, we believe there is no such thing as a stupid question.

We consider it important that our clients aren't afraid to pick up the phone. Having had experience of other professionals, we know that the cost of an enquiry can be a disincentive. That's why we will never charge for an initial enquiry and have developed a range of products to give you the confidence to contact us when you need to.

In the meantime, here are some common questions about the help we can offer.



adrian@apers.co.uk



07419 285214



www.apers.co.uk

YOUR QUESTIONS

- **Why should I use APERS in preference to other Management Consultants or HR Advisors?**

The legal, management and HR experience of Adrian Poole affords APERS a unique set of skills, offering broader assistance than your average HR provider. This experience enables APERS to provide pragmatic advice capable of identifying, avoiding or resolving potential claims in a manner which is unmatched by less qualified advisors.

That experience also enables APERS to deal with complex internal issues in a legally robust way, picking up on cues which other advisors might miss.

- **What's the benefit to using APERS for internal investigations?**

Given our legal experience, you can be sure that an investigation undertaken by APERS will be thorough and stand up to scrutiny. This is essential should the outcome result in an employment claim or where decision-making will be questioned by a regulator. Our knowledge of the workings of courts and employment tribunals is also a significant advantage should it come to giving evidence.

- **Is there a particular benefit to using APERS if I am a professional organisation or work in the regulated sector?**

Yes. In addition to employment law expertise, Adrian Poole has a wealth of experience of advising on regulatory issues. This ensures that the service you get from APERS will consider the regulatory implications so often missed by other advisors.

- **Do I need to be in the professional or regulated sector to use APERS?**

No - whilst we specialise in assisting professional organisations and the regulated sector, APERS has the skills and experience to assist businesses in any sector..

- **Does APERS give legal advice?**

APERS is not regulated or authorised to provide ‘reserved legal activities’. However, like most other HR specialists, it can provide advice in respect of HR which touches on employment law. APERS is different to other HR and management consultants in having an in-depth knowledge of legal principles and the workings of the employment tribunals and appeals system. This experience ensures that you can have absolute confidence in the support we provide.

- **If I need specific legal advice, do I need to go elsewhere?**

No. If required, APERS works with trusted solicitors and barristers to provide a seamless, cost-effective service.

- **Why shouldn't I just use a local firm of solicitors?**

You may of course decide to use a firm of solicitors, but the issue for clients is often cost. Via APERS, you will be receiving the insight and experience of an ex-partner of a law firm for a fraction of the price. Moreover, you will be getting advice from an individual who also understands the management and HR implications of your proposed course of action. Added to this, APERS works in conjunction with other experts so to ensure that you get the support you require via just one source.

HAVE A QUESTION OF YOUR OWN?

Contact us by email at adrian@apers.co.uk or telephone on 07419 285214.