

# DRS PROTECT

Expert advice, anytime, anywhere



# DRS PROTECT

## Protecting your business

### Why do you need industry expertise?

Operating in a transport related business means you're in one of the most tightly regulated businesses in the UK. Navigating through the complexities of employment and transport legislation, can be a daunting, therefore, obtaining the most appropriate protection and support is vital.

DRS Protect has been created to offer Commercial and Employment Law advice for recruitment agencies operating within the logistics sector, with a range of services from Agency Workers Regulations to Contracts of Employment advice; expert support is just a phone call away.

In addition we offer 24/7 Crisis Response for blue light incidents, which is a dedicated 24 hour service that provides drivers with access to early advice and police station representation from a specialist lawyer immediately following a collision.

### Services

Legal Protection   Employment Law   24/7 Crisis Response



### Exclusive collaborative expertise:

DRS Protect is a collaborative partnership with LMP Legal, a highly reputable and leading legal firm who specialise within the logistic and recruitment sector.

Renowned for their outstanding results, expertise and logistics insight they've quickly become a legal partner for some of the most reputable logistic companies across the UK.

Offering national coverage enables us to provide immediate support at the roadside, combined with our logistic and recruitment sector knowledge, you'll receive first class legal support.





# DRS PROTECT

## 24/7 Crisis Response

### What's the risk of no support?

Roads across the UK have never been busier, with over a million road traffic accidents a year and over 3,000 prosecutions for serious driving offences. More companies are recognising the importance of legal protection, particularly roadside support.

Our 24/7 crisis response service is designed to prepare, guide and support you with collision incidents. A driver is at their most vulnerable in the immediate aftermath of something so traumatic, that they are liable to say anything, even if it isn't at all accurate. They often guess as to what could have happened and truthfully, they are in no fit state to be answering questions. Yet, in most cases, this is what is happening up and down the country every single day.

As a result, drivers are incriminating themselves at the scene, which means that it is that much harder to defend them later down the line, if or when they are charged with an offence. It is no exaggeration to say that cases are literally won and lost at the roadside.

This can also have a huge impact on the company given that they have no control over what the driver is saying, or how or where they are, until the police decide to release them. It also often means more expensive compensation claims for the company and the insurers.

### How legally exposed are you?

The questions every company needs to ask themselves:

- Would you know what to do if you receive that phone call from one of your drivers saying they've had a serious or fatal collision?
- Do you have access to a specialist road traffic Lawyer 24/7 to advise you and your drivers?
- Are you aware that any action taken from the moment a collision occurs can have irreparable consequences for the driver, the company and for any claim which may follow?

If the answer is 'no' to any of these questions, then it leaves your drivers in a very vulnerable position at the roadside.



# DRS PROTECT 24/7 Crisis Response

## How can we help you?

Our dedicated 24 hour service provides drivers with access to early advice and police station representation, from a specialist lawyer immediately following a collision. Our criminal motor defence team is made up of specialist lawyers, geographically spread across the UK.

Each member of our team understands the anxieties that drivers experience when they are unexpectedly implicated in a criminal investigation following a fatal or serious road traffic collision. With the introduction of the new offence of causing serious injury by careless driving and life sentences in causing death by dangerous driving cases, the stakes have never been higher.

In addition, our early involvement ensures access to critical information which is otherwise unavailable until the conclusion of any criminal investigation.

In cases where primary liability may be difficult to dispute, early access to information can assist with identifying factors relating to contributory negligence, which can significantly reduce the value of any claim. Crucially, this is not an insurer helpline or an 'FNOL' (First notification of loss) service, but a direct route through to a criminal lawyer for immediate advice and representation.

## Specialised 24/7 Roadside Support offers:

- A dedicated 24/7 helpline connecting drivers with a specialist lawyer for advice, representation & protection as soon as a collision occurs.
- Attendance at police station interviews and early dialogue with the police to advise the driver from the moment the collision occurs.
- Pragmatic advice as to the charges faced, ramifications of those charges and advice and representation in the event of being charged.
- Our expert and timely advice allows companies and insurers to set more accurate reserves.
- We manage the PR issues arising out of any incident, reducing the reputational impact on the organisation.





# DRS PROTECT

## Commercial & Employment Law

### What we do

The DRS Protect legal team offer a broad and unique combination of expertise in employment taxes, employment and commercial law. With years of experience across the recruitment and logistics sectors, our legal experts can empathise with your requirements to provide the best possible professional, practical, and commercial support and guidance however small your query or large your project.

In this competitive economic and fast paced sector, it is important to have an experienced legal team on your side to enable you to achieve your business objectives, saving you time and money.

Our legal experts here at DRS Protect, take time to understand your business and provide you with robust, no-nonsense pragmatic advice, that is needed to achieve your commercial ambitions.

Our leading legal experts include specialists who can advise you on commercial contracts, terms of business, GDPR, procurement, merges, and acquisitions.



**Temporary Worker Engagement Methods**



**Contracts of Employment**



**Service Agreements**



**Disputes & Grievance Procedures**



# Commercial & Employment Law

## How can we help you?

DRS Protect can help you wade through employer 'red tape' and use that knowledge for the benefit of your business and its people. Our legal experts can provide simple support and answers to your questions relating to topics such as restrictive covenants, unfair dismissal, discrimination, disciplinary and grievance procedures. We take the burden of compliance off your hands, or help you to implement valuable improvements.

### Engagement methods for temporary worker

- Use of umbrella / PSC's
- PAYE – employment status
- Template documents
- Light touch due diligence

### Disputes & Grievance Procedures

- Restrictive Covenants
- Settlement Agreements
- Whistleblowing
- Discrimination
- Unfair Dismissal
- Disciplinary Procedures
- Grievance Process
- Dispute Resolution
- Employment Tribunal Representative



## Realising you need expert legal support:

- As an employer, are you in good shape?
- Do you have employee or agency worker headaches?
- Are you looking for cost saving opportunities?
- Do you have time to deal with the ever-changing regulations and legal requirements of the recruitment and logistics sectors?





# Commercial & Employment Law

## How can we help you?

DRS Protect also provide day to day support on issues such as the Conduct Regulations, AWR, supplier due diligence, EAS audits, contracts, policies and procedures, employment status, TUPE transfers, service provision changes, reorganisations, exit strategies and whistleblowing. Furthermore, our experts are highly experienced in all legal litigation matters, employment tribunals, tax tribunals and dispute resolution.

## Contracts of Employment and Service Agreements

- Conduct Regulations
- Agency Worker Regulations
- Working Time Directive Advice
- Right to Work
- Equality Act
- Modern Slavery
- Driver Licensing
- GDPR
- Employment Status / IR35 Legislation
- Service Provision Change / TUPE, Redundancy
- Employment Agreements and Policies
- Terms of Business – review of your clients T&C's
- Employment Agencies Act
- Employee Rights and Relations
- Equal Pay
- Holiday Pay
- MSC Legislation



## How legally exposed are you:

- Are your processes up to date and in line with the Conduct Regulations?
- Do you have access to a lawyer that understands this niche sector and the ever-changing statute and legislation that surrounds it?
- Are you ready if HMRC or EAS conduct a review or audit of your business?

# DRS PROTECT Expertise

## Kareena Prescott

Kareena is a passionate, driven, self-motivated and commercial Employment Law Adviser.

Kareena has worked in Private Practice for some 20 years, advising Recruitment, Umbrella Companies and other Respondent businesses. Kareena's knowledge, expertise and insight into the both logistics and recruitment is proving a perfect combination for businesses operating with the logistic recruitment sector.

Kareena has also been involved in running two companies. She has extensive knowledge and experience in employment law and employment litigation enabling her to give pragmatic commercial advice to clients.



## Charlotte Le Maire

Charlotte is a specialist criminal and regulatory lawyer and barrister. She is frequently instructed to provide critical advice in the immediate aftermath of a serious or fatal incident.

Charlotte is recognised for her commercial approach, providing advice that takes into consideration the significant impact of the incident and investigation, as well as the wider reputational risks.

Charlotte has extensive experience in representation at PACE (Police and Criminal Evidence Act) and other interviews, and frequently appears in all criminal courts to represent corporate bodies or individuals. She is recognised nationally as a leader in the field of Fleet Risk and is regularly invited by corporates, insurers, brokers and fleet risk charities to provide training in relation to road safety matters, as well as providing practical solutions to criminal and regulatory challenges.

Charlotte has a formidable reputation for standing up to prosecuting authorities.



# DRS PROTECT Testimonials



## Full expert protection

"LMP Legal gives Freightlink Europe and its drivers peace of mind that at the roadside, if the worst happens, they have full protection in relation to the police investigation and 24/7 support, over and above FNOL.

Having the experts conduct all incident investigations gives the benefit of protecting our data and information with legal privilege, whilst investigating root causes with a view to reducing insurance premiums, own damage costs and improving safety on the roads. We cannot overestimate the value of this service"

Lesley O'Brien OBE FCILT:  
Managing Director at Freightlink Europe  
Managing Partner at Freight Train and  
Freight People Motor Transport  
Hall of Fame – Motor Transport Awards

## Exceptional expert knowledge

"How do you decide which Company to use regarding the law around transport compliance? Well the answer is don't choose a Company, choose an individual, and that is Charlotte Le Maire.

What can I say about Charlotte, her knowledge of the law especially within the transport industry is second to none, Charlotte is also fully aware of the restraints and restrictions of Operators, either in a family business or large multinational organisation"

Lisa Featherstone, Former General Manager at Longs of Leeds

## Inspirational knowledge

"We are thrilled to have Charlotte on board with CLEAN to protect our drivers, should the unthinkable happen. Charlotte's knowledge and passion for the industry is truly inspirational.

CLEAN operates 24 hours a day, and it is so important to us that our drivers have 24/7 protection whilst carrying out their duties for CLEAN"

Daniel Lee MILT, Transport Safety and Training Manager  
CleanLinen Services Ltd

# DRS PROTECT Testimonials

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## **Driven, experienced expert**

Kareena is a very driven and experienced lawyer within the recruitment sector, she is always striving to move her businesses to the next level. Kareena's knowledge of employment law, tax and implementing compliance procedures is second to none.

Dave Whitehouse, MD/Owner, Recruitment Sector

## **Innovative, pragmatic solutions**

We at Teamwork Partnership Ltd has utilised Kareena for several years, Kareena has extraordinary enthusiasm and flair. She commits 100% to every project she is a part of as well as providing innovative, commercial and pragmatic solutions to clients. Kareena operates at a pace the recruitment sector needs and is always a step ahead of the challenges our sector faces from HMRC and other legislative changes. Without this lady, as the MD of the business I would be lost. An amazing individual.

Dan Brown, Owner, Recruitment Sector

## **Highly skilled, commercially minded**

I've have been using Kareena for employment law advice since 2008 and have moved with her when she has moved on to her next career challenge. Kareena is highly experienced and skilled with a commercially minded approach that is priceless. Even with the experience and qualifications I have gained over the years whilst working with Kareena I will continue to use her advice for many years to come as you can guarantee she will be up to date with any new and emerging employment legislation.

Sharon Chirnside, Director, Logistics Sector





# DRS PROTECT Partnerships

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In its support of the transport industry, LMP Legal is pleased to partner Freight People, a forum dedicated to the transport industry. Set up by Lesley O'Brien, OBE, the forum aims to unite and encourage those in the industry to collaborate and support one another, discussing industry issues, best practice, and hot topics.



LMP Legal Limited is an official Partner with Driving for Better Business, the Government-backed National Highways programme helping employees reduce work related road risk.

LMP Legal Ltd shares the vision of creating a "world where those who use the roads for work, do so safely, efficiently and sustainably"

## Expert Collaboration

" We are delighted to welcome LMP Legal to the Driving for Better Business family, partnering with organisations who share our vision to protect and support those who drive for work; to ensure they all get back home safe and well is important to us. We look forward to collaborating with LMP Legal by demonstrating leadership and working together to reduce work related road risk"

Sharon Mitchell CMILT  
Programme Development Manager  
Driving for Better Business

# DRS PROTECT

Contact us...

For more information including costs, please feel free to contact us on:

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