

# HRC Law's A-Z of opportunities for you and your business in 2019

A new year brings new opportunities as well as new risks. Here at HRC Law, we recognise that often the two are flip-sides of the same coin. The difference lies in your approach and attitude. We're here to help with any of the below and with any other legal or commercial issue you may have.

**A** is for artificial intelligence increasing efficiency and understanding customer behaviour.

**N** is for nursery care sector. Opportunities for sales and acquisitions look set to continue. Our team can help.

**B** is for blockchain. The new kid on the block is proving hugely popular. If you'd like to know more, specialists Block Rocket will be explaining all in a free talk exclusively for HRC Law's clients and contacts.

**O** is for Open Banking. PSD2's Regulatory Technical Standards (re implementation of the new strong customer authentication (SCA) requirements) are due to come into force on 14 September 2019.

**C** is for company secretarial support. If your New Year's resolutions included keeping on top of your corporate filing, why not make it easy by delegating the task to a firm you can trust?

**P** is for property portfolio. If you have one and haven't spoken to our real estate team about how they could help you, make 2019 the year you do so.

**D** is for data. Be it big or small, personal or not, information and how your business protects it, will remain as important as ever this year.

**Q** is for quality counts. The legal services market continues to change, but this maxim is ever true for its users. HRC Law considers service and quality to be top priorities. Do you?

**E** is for employment law training. We've got an amazing mixture of free seminars, paid workshops and even a mock disciplinary and tribunal.

**R** is for right to work checks. Any immigration law changes will make these more important than ever. Know your legal obligations and be sure to comply. The penalties for failing to do so are harsh.

**F** is for forward thinking and flexible. Two chief characteristics of businesses that we think will thrive in 2019. HRC Law is both.

**S** is for SIPPs. There are many advantages of investing in property through a self-invested personal pension (SIPP). If you haven't considered this, and would like to know more, get in touch.

**G** is for Good Work Plan. You'll have seen our updates at the end of 2018. 2019 will be the year in which parts of the plan become a reality, with many aspects commencing in 2020. Get ready now.

**T** is for ten. Regulation 10 of the Agency Workers Regulations otherwise known as the "Swedish Derogation" is set to be removed from 6 April 2020. If you use temporary workers, make sure you understand what this means.

**H** is for HRC Law.

**U** is for understanding tax. A lofty goal for anyone. Luckily, we have a legal tax expert who can help us all. Learn with us in 2019.

**I** is for IR35 compliance in the private sector. Understand what's coming, and prepare your business.

**V** is for vicarious liability. 2018 case law on when employers will be responsible for their employees' actions places employers ever more on the hook. Do what you can to mitigate this. We can advise.

**J** is for joint. Ventures or simply working. Whatever type of relationship you want to create, we can help with the legals.

**W** is for workers. Uber have vowed to appeal the Court of Appeal's recent decision that two of its drivers are (in given circumstances) workers. Worker status looks set to remain a contested topic in 2019.

**K** is for keeping hold of talent. Whatever Brexit brings, the workforce is changing. Keep hold of the best and the rest will flow from there.

**X** is for xylophone. If your musical skills have progressed beyond this, we can help with contractual and/or intellectual property issues.

**L** is for litigation and legal disputes. A perennial issue for every business. Don't let them spoil your year! Grasp them head on by getting our help as soon as you can.

**Y** is for you and your business. Still at the centre of everything that we and our business will be doing in 2019.

**M** is for 29th March 2019. We're not even saying the word...

**Z** is for zero hours. We're not just talking about employment contracts. Not all lawyers price based on hours spent at set hourly rates. If you haven't discussed our various pricing options to find out which one suits us both best, please give us a call.

Please see our website, [W: hrclaw.co.uk](http://W: hrclaw.co.uk), contact us on [T: 0161 358 0545](tel:01613580545) or [E: contact@hrclaw.co.uk](mailto:contact@hrclaw.co.uk) to find out more.