

FOR EMPLOYMENT AND LABOUR PRACTICE

Audit every contract. Run every appraisal.

Read a whole staff contract set as one table, compute entitlements without a spreadsheet, and run the firm-wide processes that employment practices are asked to design for everyone else.

What this is

Two categories of legal software usually sit side by side and never meet. Practice management holds your matters, time and billing but knows nothing about the law. Legal AI answers questions about the law but knows nothing about your matters.

ModulawAI is both. The assistant that researches a point of law is the same assistant that can see the matter, the deadline, the documents on file and what has already been billed. That is the whole design.

Research across eight jurisdictions

Most legal AI is trained on one body of law. ModulawAI routes eight jurisdictions, each to its own source rather than a single blended corpus. Seven are searchable today.

JURISDICTION	CASE LAW SOURCE	DEPTH
Nigeria	ModulawAI's own case law and statutes database	Deepest coverage
Ghana	GHALII	Growing
Kenya	Kenya Law	Growing
South Africa	SAFLII	Unavailable, see below
United Kingdom	BAILII	Broad
United States	CourtListener	Broad, federal and state
Canada	CanLII	Broad
European Union	EUR-Lex	Good

South Africa is the one exception right now. SAFLII has put its search behind a bot challenge our retrieval cannot pass, so South African search is unavailable until we work around it. It is listed because the jurisdiction is selectable and the fix is ours to make, not because it works today.

What these sources are, and why it matters

Apart from our own Nigerian database, these are the national and regional legal information institutes plus two open APIs. None is a bespoke integration built for one country. SAFLII is the Southern African institute rather than a South African one, and BAILII and CourtListener each carry far more courts than we currently query.

So if you practise somewhere not in the table, that is a routing gap rather than a missing source. Adding a jurisdiction usually means pointing an existing adapter at the right court databases. Ask us, because the answer is often a short lead time rather than a no.

Why this fits employment practice

Employment practice sits at an unusual intersection: you advise on documents at volume, you compute numbers that must be right, and you design the internal processes that other departments run. ModulawAI is one of the few platforms that addresses all three rather than just the first.

Contract audits, as a table

The recurring instruction is a consistency audit across a whole workforce: which contracts have enforceable restrictive covenants, which notice periods are out of step, which predate the last policy change. That is a grid, not a reading exercise.

Computations that have to be right

An employment computations skill ships as standard, and the currency and date column types in a review grid are enforced rather than free text, so figures sort and total properly.

The process engine, which is your subject matter

Appraisals, disciplinary procedures, grievance handling and onboarding are exactly what the process engine models: steps where people fill forms and sign off, with the assignee resolved as the subject, the subject's manager, or anyone holding a role. Fan out handles a 360 review, self plus manager plus peers, as one step. A campaign runs the whole cycle across the firm with one report. Most firms buy separate HR software for this.

Tabular review

A workforce contract audit is the same handful of questions asked of every contract, which is precisely what a grid does well.

A tabular review is a spreadsheet over a set of documents. Rows are your documents. Columns are questions in plain English. Every cell is an answer the assistant extracted from that specific document, with the quote it came from and the page it sits on.

What it looks like for a staff contract audit

COLUMN	THE QUESTION YOU TYPE
Employee and role	Who is the employee and what is the stated role?
Start date	What is the commencement date?
Notice period	What notice must each side give to terminate?
Probation	Is there a probationary period, and how long?
Restrictive covenants	Are there non-compete, non-solicitation or confidentiality covenants? Quote them verbatim.
Covenant duration	How long do the restrictive covenants run after termination?
Remuneration	What is the stated salary or fee?
Governing policy	Does the contract incorporate a staff handbook or policy by reference?

Filter to contracts where the covenant duration exceeds what is enforceable and you have your remediation list, each row carrying the clause you will need to quote in the advice.

The part that matters for legal work

Extraction at scale is worthless if you cannot trust it. Two things address that directly.

- **Every quote is checked against the source.** After the model answers, the quoted text is searched for in the passages it was given. If the quote cannot be found, the cell's confidence is downgraded and it is flagged. A fabricated citation cannot quietly sit in your grid looking like the others.
- **Every cell carries its provenance.** The quote and the page number travel with the answer, so checking a cell means reading one paragraph rather than reopening the document.

Cells carry a confidence of high, medium or low, and a reviewer can override any value and mark it reviewed. The grid is a starting point that a person signs off, not an answer you are asked to take on faith.

Column types

A column can be free text, verbatim (the exact words from the document, nothing paraphrased), a date, a currency amount, a yes or no, or a list. The type constrains what the model may return, which is what makes a column sortable and comparable rather than six different phrasings of the same fact.

Running it without burning the budget

Sample mode runs the first few documents so you can see whether your questions are the right questions before committing to the full set. Credit cost is estimated up front, a run can be cancelled while in flight, and a single column can be re-run on its own after you reword it. That last one matters more than it sounds: the first draft of a question is rarely the right one.

Where the documents come from

Upload them directly, or pull from documents already on a matter, in the workspace library, or on a project. Nothing is duplicated: a review points at the document you already have.

Sharing a review

A review belongs to whoever made it and can be shared to the whole workspace, a department, a role, a job title, or named people. That is finer than most tools allow, and it is the difference between a partner sharing a due diligence grid with the deal team and sharing it with the entire firm.

For your lawyers

Research that shows its working

Ask a question in plain English. The assistant searches the case law database for the jurisdiction you selected, shows the steps it took, and cites the authorities behind its answer. Each authority appears as a card carrying the case name, a plain English summary of the holding, the citation, the court and the date.

- **Provenance is labelled.** Anything retrieved from the database is tagged as such. Anything the model produced from training data alone is tagged unverified.
- **Verification re-checks the source.** For US and Canadian authorities it re-queries CourtListener and CanLII. For EU it checks EUR-Lex. For UK, Ghana and Kenya it re-checks the source legal information institute. Nigerian cases are confirmed against our own database.

One distinction worth understanding. For a Nigerian authority, "verified" means we hold that case in our records. It is not an independent re-check against an external report, which is what it means for the other jurisdictions. That difference matters to anyone relying on the badge, so we document it rather than flatten it.

Contradiction checking

Ask whether an authority has been contradicted, distinguished or criticised by later decisions. The kind of check that is easy to skip under deadline.

Citation networks

The knowledge graph shows how cases relate: which authorities cite which, which judges rely on what, and how much precedential weight a decision carries.

Drafting

The assistant produces long form documents in a side by side editor called the Canvas: contracts of employment, policies, advice memoranda, disciplinary correspondence, opinions and formal letters. Edit directly or ask for revisions in plain English, and the parts you did not ask about are left alone.

The sequence that produces usable drafts is research first, then draft. Ask for the authorities, then ask for the document. It writes with the cases it just found rather than inventing citations.

Export to Word or PDF, or save the draft against a matter as a note or a task.

House style, taught once

Skills are instruction bundles the assistant applies automatically when the situation matches. Written once at firm level, they apply to everyone. Twenty one ship as standard, and these are the ones that bear on your work:

AREA	BUILT IN SKILLS
Computations	Employment computations
Contract work	Contract review checklist, NDA drafting
Engagement	Engagement letter and conflict check
Contentious employment	Pre-action protocol letters, limitation periods, IRAC case briefing

Beyond those, your firm writes its own. A workspace skill describing how you structure a document, or which citation format you use, applies to every draft anyone produces. That is the part that compounds.

Working with documents you already have

Attach a document from your computer, from a matter, or from connected cloud storage and ask about it. Summarise it, pull out every termination and notice provision with clause numbers, or compare two drafts and report only the substantive differences. Scanned documents and photographs are put through text recognition first, so a photographed court order can be read.

Inside Microsoft Word

Most drafting happens in Word, so there is an add-in. Research, redlining and your firm's house style, inside the document you are already working in.

Voice

A live voice mode for when typing is the wrong tool. You speak, it answers aloud, and the exchange is written into your chat history. Better for thinking out loud than for precise citations.

Your document estate

Most firms have precedent scattered across cloud storage, personal drives and individual memories. Three capabilities address that.

Bring it across in bulk

Import folders wholesale from OneDrive, SharePoint, Google Drive or Zoho WorkDrive. Documents arrive searchable and available to the assistant as precedent, rather than sitting in storage nobody browses.

Access control that matches how a firm works

The library behaves the way a modern drive behaves, which is to say access is granular rather than all or nothing.

YOU CAN GRANT TO	AT THE LEVEL OF
An individual member	Viewer
Everyone holding a given role	Commenter
A whole department or practice group	Editor
The entire workspace	Manager
A guest outside the firm, or a link	

Grants apply to a document, a folder, or a case document. Share links carry an optional expiry, an optional password, a maximum number of uses and revocation. The raw token is shown once and never stored: only a SHA-256 hash is persisted, so a database compromise cannot reconstruct live links.

Versions, and comparing them

Upload a revised file under the same name into the same folder and it groups with the original as another version of one logical document. The row shows how many versions exist, history expands in place, and any two versions open side by side to see what changed. Office formats open for editing in Office Online from the same menu.

Running the firm

Each matter opens into a workspace with fifteen tabs, grouped by what they are for.

GROUP	TABS
The matter	Details, Tasks, Notes, Documents, Calendar, Timeline
Money	Expenses, Billable Time, Invoicing, Purchase Orders
Process	Forms, Processes, Approval Policy, Pending Approvals
The client	Communication

Time and expenses recorded against a matter feed invoicing directly, so a bill is assembled from what was logged rather than reconstructed at month end.

Approvals

Approval policy is set per matter: what needs signing off and by whom. Pending approvals is the queue. If partner approval is required before an expense clears or an invoice goes out, that is configured and actioned here rather than in email.

Clients

Client records carry custom fields your firm defines, lifecycle stages your firm configures, and a conflict check status of not required, pending, cleared or conflicted. That last field answers "has this been cleared?" without anyone asking around. Records import from a spreadsheet or sync from Zoho CRM.

The client portal

Clients get a private space to follow their matter, exchange documents and message your team. Sign in is passwordless: a secure link, valid for fifteen minutes by default and usable once, both configurable. No password for a client to lose, and none for you to reset.

Internal collaboration

Channels, direct messages, threads, and audio and video calls with screen sharing and recording. The assistant can be mentioned in any channel, so research happens in front of the team rather than in one person's private chat.

Unattended automation

Workflows run on a manual trigger, a schedule, or one of six workspace events: case created, document uploaded, task completed, deadline approaching, case status changed, intake submitted. Eighteen

templates ship as standard. Workflows never wait on a person. When a person must act, that is a process, and processes are next.

Forms and processes

This is the section employment practices should read first, because it is the part you are usually asked to design for your clients and for your own firm.

Forms

Three levels, deliberately separated, because the same questionnaire usually needs deploying in more than one place.

LEVEL	WHAT IT IS
Template	The definition. Built in a drag and drop builder, or written by the assistant. Versioned, and scopable to the whole firm or to one department.
Form	The template deployed somewhere: the workspace forms area, every matter automatically, only named matters, a project, a department, or a public link.
Entries	What people submit. Each entry pins the template version it was filled under, so an old entry still renders as it was asked.

Twenty three field types, including currency, date and time ranges, person pickers, person sign-off, file lists, attachments with a remark, repeating groups, matrices with roll ups and computed fields. A form set to public gets its own link and needs no login, so a client's staff can complete a declaration or a grievance form without being given accounts.

Who sees the answers is set per deployed form: only the submitter, the matter's team, named reviewers or roles, or workspace administrators. An entry can require a signature, route into the approval engine, carry a deadline, and render out into a document filed against the matter.

Processes

A process is a sequence of steps where people fill forms, review and sign off, running across people and across time. The engine is durable and resumable: when a run reaches a human step it stops and waits, and it survives a server restart while waiting.

- **The assignee is resolved, not hardcoded.** The person who started it, the person it is about, a named user, anyone holding a role, the subject's manager, a field on the matter, or an external person.
- **Fan out.** One step, the same form, many people. Advance when everyone has filed, or when the first does.
- **Branching.** Approve and reject lead to different steps, and steps can carry conditions.
- **Deadlines per step,** with reminders to whoever is holding it up.

- **Campaigns** launch a process across the whole firm, a role, a department or a named list, one run per person, with a report across all of them.

Two engines, on purpose. Workflows are unattended and finish in one pass. Processes wait on people, branch, fan out and resume. If you are automating a notification, that is a workflow. If a partner has to sign something, that is a process.

Firm tools

A law firm is also a business, and the business half is usually the part software forgets. These sit at firm level rather than on a matter.

TOOL	WHAT IT HOLDS
Clause library	Pre-approved clauses by category and jurisdiction, each marked preferred, fallback or aggressive, and tagged as favouring your side, the counterparty or neutral.
Playbooks	Reusable emails, agreements, documents, prompts, checklists, letters, notices, phone scripts, meeting agendas, fee schedules and retainers, available from the chat composer.
Vendors and payables	Vendor records and their bills, with purchase orders as the commitment issued before an invoice arrives.
Requisitions	Multi line payment requests routed through a sequential signed approval chain and printed to PDF with signature and stamp blocks.
Leave	Requests, allocations, a team calendar and approvals.
Signatures	A saved e-signature per person, used on documents and approvals.

Departments, and why they matter for approvals

A department is typed: practice, finance, HR, IT, marketing, admin or committee. Practice groups are the only kind that reach into matter assignment. Each department can have a head, and that head is a resolvable approver, so approval routing follows the organisation chart rather than a list of names that goes stale when someone is promoted.

Firm tools, financials, reports and AI workflows sit on Professional and above.

For your developers

ModulawAI is programmable in both directions, which is what lets a firm treat this as infrastructure rather than an application it is locked into.

Inbound: assistants into your workspace

ModulawAI runs a Model Context Protocol server. Point Claude, or any MCP capable client, at a workspace and it works with real matters. Twelve tool families are exposed: cases, tasks, clients, intake, documents, notes, calendar, financials, forms, processes, workspace admin and legal research.

- **OAuth 2.1** authorisation server with discovery documents. No shared secret pasted into a third party tool.
- **Device authorisation grant** (RFC 8628) for command line clients that cannot open a browser.
- **Tokens are workspace bound.** A token issued for one workspace cannot reach another, and scope enforcement fails closed.
- **Confirmation gate** on destructive operations, and revocation takes effect immediately.

Outbound: your tools into ModulawAI

The same protocol runs the other way. Connect an external MCP server by URL from the chat composer and its tools become available to the assistant while a lawyer works. Both streamable HTTP and the legacy SSE transport are supported, and credentials are encrypted at rest. If something you run exposes an MCP server, the assistant can use it without us building an integration first.

REST API

Scoped credentials, read or read and write per key, an optional workspace pin, per key rate limiting that is Redis backed and distributed, and independent revocation. The API and the MCP server share one authorisation policy, so a scope means the same thing in both.

Programmatic access requires an active subscription and is not available on a trial.

Choice of model

Eight models are selectable per conversation, across Bedrock and Fireworks. GPT-OSS 120B is the default for its speed. Claude Haiku 4.5, Amazon Nova Pro, Kimi K2.6 and DeepSeek V4 Pro sit at the standard credit rate. Claude Sonnet 4.6, GLM 5.2 and MiniMax M3 are premium options at twice the credit rate on Professional and above. MiniMax M3 has native image understanding, which matters for scanned exhibits, and GLM 5.2 carries a very long context window for large document sets.

What it does not do

Every vendor's brochure lists capabilities. Fewer list limits, which is precisely why the limits are worth reading.

LIMIT	WHAT IT MEANS IN PRACTICE
It does not file with a court	The platform prepares the filing package and can drive your own browser on the desktop application, but a person reviews every screen and submits. Filing, and the deadline, remain yours.
It is not a lawyer	Answers are research and drafting output, not advice. Every citation should be opened and read before it is relied on. Models can attribute a holding to the wrong case.
Paywalled databases are out of reach	No access to LawPavilion Premium, Westlaw or LexisNexis. Coverage is our own Nigerian database plus the public sources listed earlier.
Eight jurisdictions are wired today	Anywhere else is not selectable yet. Because the sources are regional institutes rather than per-country integrations, adding one is usually configuration. Ask for a lead time on yours.
Workflows do not wait or branch	The unattended engine runs in one pass. Anything needing a wait or a branch is built as a process instead, which does both.
Tabular review has no spreadsheet export yet	The grid lives in the platform, where the citations stay attached to the answers. If you need the numbers in Excel today, tell us and we will tell you where that sits.

We would rather you find these here than three months into a rollout. If any is disqualifying, tell us and we will say plainly whether it is on the roadmap or not.

How firms start

A sensible first month for an employment practice.

Week one: one contract set

Run a client's staff contracts through a review grid with your standard audit questions. The output is the advice annexure, already cited.

Week two: one process

Build your appraisal or disciplinary procedure as a process. Assignees resolve to the subject and the subject's manager, so it works for any headcount without rewriting.

Week three: run it as a campaign

Launch the process across a department, one run per person, and watch the single report rather than chasing individuals.

Then decide

You will have a reusable audit template and a working process engine, which is the pair that turns advisory work into something you can productise.

Plans

Programmatic access, AI workflows, financials, reporting and firm tools sit on Professional and above. Current plans and pricing are at **modulaw.ai/pricing**, which is the single source of truth for figures. Enterprise adds single sign on, custom integrations and dedicated support.

Talk to us

The app is at **app.modulaw.ai**. Guides for everything in this document are at **modulaw.ai/support**. For a demonstration against your own contracts and policies, reach us through **modulaw.ai**.