



# TimelessTime

## Why do managers want support?

Some reasons our clients give ...

“... to make safer decisions when dealing with staff.”

“... to follow a robust process that will stand in tribunal.”

“... give options for action.”

“... to build sound employment relationships.”

“... augment existing HR Compliance.”



## What support covers ...

- **We'll meet online with you to learn about your firm.**
- **We're available 24/7.**
- **You can ask any question any any people subject.**
- **A consultant will contact you within 4 hours.**
- **We will provide you with template documents.**
- **There's no limit on the support calls that you can make.**
- **Any number of your managers can use the service.**
- **We'll get more deeply involved if you need us to.**

## HR and OD Support ... but different

Just what you'd want if someone asked you

## We're different

We give honest advice backed by years of experience and the highest qualifications and knowledge. We cover HR and employment law. And we cover everything else related to people and the jobs they do.

## We're not insurance-linked

When advice is linked to insurance protection, advisors act to minimise claims risk. The lowest risk solution for the insurer is unlikely to be the best solution for your business. Knowing the range of options available is essential.

## We're not a call centre

Our consultants have been in your shoes. They have resolved people problems on the ground, in offices, on sites, in factories and in labs. And they've defended at tribunal.



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because your people matter

## No long-term contract

We're so sure of our service that there's no contractual tie-in. You simply take out a year's subscription. If you don't want to renew that's fine. Unlikely, but fine!

## So what sort of things do we help with?

Mostly you'll be asking us questions ... about people being people...

- "I want to restructure my operations. How can I change the jobs my people do?"
- "I've a member of staff who is very negative with customers. How can I manage this?"
- "I think one of my senior managers might be taking drugs whilst at work. What can I do?"
- "I've someone off sick and they're due back on Monday. How do I manage their return?"
- "I'm keen to pay more to motivate my staff to perform. Will paying more work?"
- "One of my staff has accused me of harassment and wants to take a grievance. What do I do?"
- "I want to employ someone for a few weeks. What type of contract do I use?"
- "I'm thinking of buying a company. Do I have to take all the staff, or can I select who I want?"

Some of these questions are answered simply. Others are bigger issues. No matter, we'll get involved and help you resolve them all.

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