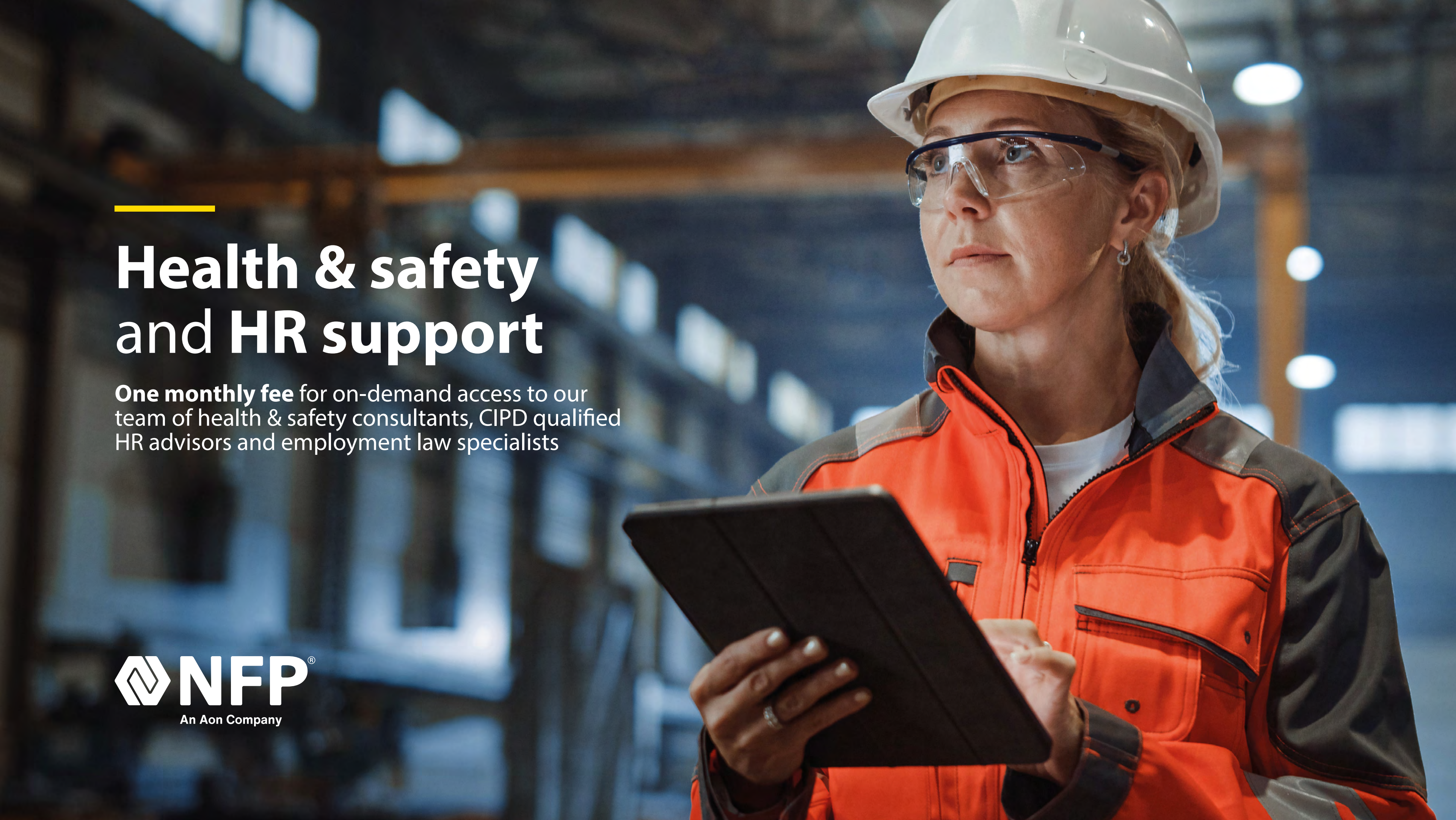




Health & safety and HR support

One monthly fee for on-demand access to our team of health & safety consultants, CIPD qualified HR advisors and employment law specialists





"On-demand access to our team of health and safety consultants, CIPD qualified HR advisors and employment law specialists in one monthly fee - freeing up your time to focus on growing your business."

Megan Byrne
HR Consultant

Solutions designed to overcome three common challenges your business faces



Risk

When you manage health and safety, employment law and HR alone, the weight of risk sits on your shoulders. Not having the right support in place can be costly and risky.



Capacity

Health and safety, employment law and HR administration is often time-consuming, taking your focus away from your core business operations. Outsourcing frees up your time to focus on growing your business.



Cost

Hiring a full-time HR and health and safety professional can be expensive - that's where outsourcing comes in. It offers the perfect balance, giving you access to expert advice and knowledge without the full-time salary costs.

Staying compliant isn't just about ticking boxes...

Health and safety

As a company director, your responsibilities are wide-ranging. One of the most critical but often forgotten about responsibilities is workplace health and safety.

The Health and Safety at Work Act 1974 requires you to provide and maintain a safe environment for your employees and members of the public that engage with your business. Failing to meet these duties can lead to serious consequences. Breaches of health and safety law can result in criminal offences, and even individual prison sentences for directors.

It's important to remember that staying compliant with health and safety regulations isn't just about ticking boxes - it's about protecting your people from real hazards and your business from potentially devastating legal and financial repercussions.

Employment law and HR

With average annual tribunal awards sat somewhere between £13,000 and £33,000 - and some being £200k or more - not having any or the right HR support in place can be a costly and risky business.

For **smaller businesses**, hiring a full-time HR professional may be beyond the budget - that's where outsourcing comes in. It offers the perfect balance, giving you access to expert advice and knowledge without the full-time salary costs. With outsourcing, you have a dedicated team you can rely on whenever needed, ensuring you remain compliant with employment law.

For **larger businesses**, having an in-house HR team is invaluable. However, even a skilled individual may not have the breadth of expertise to handle complex issues like employment tribunals or TUPE. By outsourcing your HR and employment law support to work alongside your in-house team, you gain a safety net of specialised knowledge, covering all bases.

*“it's about protecting your people from real hazards and your business from potentially devastating **legal and financial** repercussions”*



Keeping your business and people safe from **health and safety risks**

As well as being a legal requirement, it's crucial to make sure your people aren't at risk of any injury or ill health as a result of the work they do for you.

We can help you put robust health and safety solutions in place to keep your people safe, as well as ensure any visitors, customers and sub-contractors who may work with you are protected too.

We'll help you reduce the risk of:

- ✓ Accidents and claims
- ✓ Prosecutions
- ✓ HSE intervention
- ✓ Complications with your insurer(s) and customers

Mel Williams
Managing Director - Health and Safety

Providing you with **ongoing HR and employment law support**

We'll take the time to listen to your HR and employment law needs - no matter how simple or complex - and provide options and solutions to help you and your business move forward.

Whether you decide that you're happy to action our advice yourself, or if you want us to take a more 'hands-on' approach, we can provide the support you need. Our extensive team of HR professionals also keep you up to date with the latest UK HR employment laws and will provide you with regular updates to ensure that your business stays ahead of the curve

We'll provide your business with:

- ✓ Access to a team of HR professionals
- ✓ HR support that suits your business
- ✓ Advice aligned to your business
- ✓ A simple contract that's flexible
- ✓ Access to a wide range of expertise



What's included...

With **no long-term contracts** or **complex notice periods**, our solutions give you flexibility. Whether you need health and safety or just HR support, or a combination of both - our solutions are designed to reduce your risk of breaking UK health & safety laws whilst freeing up time spent resolving complex and sensitive HR issues.

Health and safety

Helping you mitigate your health and safety risks



- ✓ Full health and safety audit
- ✓ Detailed audit report and action plan
- ✓ Production of health and safety policy and management system
- ✓ Monthly health and safety updates and newsletters
- ✓ Use of our name as your external 'Competent Advisor' for health and safety advice
- ✓ Crisis management – assistance with accidents, insurance surveys, claims etc.
- ✓ Access to NFP's full suite of online health and safety courses

HR and employment law

Passionate, jargon-free HR support when you need it most



- ✓ Up-to-date legally compliant employee contracts, handbooks and documentation
- ✓ Dedicated NFP HR advisory service team to take your calls
- ✓ Support with issues (e.g. disciplinary, grievance, performance, absence)
- ✓ Assistance with drafting documents to support advice given
- ✓ Regular HR, employment law company updates and newsletters
- ✓ Support with tribunal claims arising from internal issues
- ✓ Advice, support and options that align to your businesses actual needs

Find out more

If you're looking to reduce your risk of breaking UK health & safety and employment laws, whilst freeing up time to resolve complex and sensitive HR issues, get in touch today

 www.nfp.co.uk/HSandHR

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