

# EmployerGuard

## Retained HR Support Service

Unlimited HR and Employment Law phone and email support from our experienced consultants for a fixed monthly fee.



**HR Champions**  
HR & Training Solutions for Growth

With ongoing risks from ever changing legislation, the UK's growing compensation culture the recent scrapping of Tribunal Fees, employers are constantly facing threats and challenges.

Our competitive and flexible EmployerGuard service delivers expert HR and Employment Law advice & support from consultants with a wealth of practical, hands-on experience. We'll confidently guide you through those prickly HR and employee issues and, when required, take control on your behalf; including at your own premises if needed.

We have an enviable reputation for resolving issues quickly, effectively and always with the utmost professionalism. Our aim is to help you be a successful employer, keeping you within the boundaries of Employment Law and Best Practice Guidelines.

When employee trouble strikes, we're the first point of contact for our clients, but we're also here to help with the positive side of people management such as staff development, appraisals and organisational planning.

## What our **customers** say

"We chose to work with Cathy because her company's approach is pragmatic, timely and firmly rooted in commercial sense. HR Champions have proven to be exactly what we needed; Cathy and the team are quick and thorough at answering our queries, counselling us to take the right decisions and underpinning their service with a range of toolkits and documentation."

**Penny Manuel**

SOHO Coffee

## What's included?

EmployerGuard includes everything you need to keep your business running smoothly, for a fixed monthly fee.

We also offer add-ons to enhance your organisation's HR processes, which are priced individually, depending on the complexity.

### EmployerGuard

- Unlimited phone & email support for all people-related issues
- Toolkits, including policies & procedures
- Letter templates
- Annual people-planning visits
- HR risk assessment & audit
- HR Forums to debate current case law interpretation
- Employment Law Updates
- Weekly HR blog
- 10% discount on training courses

### Add-ons

- On-site support, including disciplinary & grievance support, attendance management issues, or difficult conversations.
- Staff perception surveys
- Express training sessions
- Staff handbook & contracts
- Executive & business coaching
- Team building activities
- Mediation
- HR project management, such as recruitment process reviews, redundancy management, or psychometric assessments
- Seminars
- Management & soft-skills training
- Mental health first aid training

Call **01452 331331** to find out more

# Meet the HR team



## Karen Stephens - Head of HR

Karen is our Head of Human Resources. Karen has extensive generalist experience and knowledge within various sectors including Public Sector, Manufacturing, Aviation, Insurance, Oil and Gas and Energy. After gaining her BA (Hons) in Business and HR Management she went on to obtain a postgraduate diploma in HR to compliment her operational experience, & obtaining her MCIPD accreditation. Karen's knowledge in HR and employment law, and her personable approach, are particular strengths.



## Owen Lee - HR Consultant

Owen has over 25 years generalist HR experience, mainly in an international environment for BT. He also has experience in the UK SME manufacturing sector as HR Director. Owen is able to work effectively as a leader and team player in complex, matrixed organisations building effective relationships across different cultures to ensure delivery and the creation of HR infrastructures at a strategic level.



## Cathy O'Donoghue - MD of HR Champions

Cathy is the MD of HR Champions having been in HR for all of her career and running HR Champions for 19 years. Cathy is passionate about developing individuals to their full potential to support a growing organisation and developing an engaged workforce. Cathy's experience of successfully running her own business supports her executive coaching activities whilst her vast employment law experience drives her passion for best practice and commercial people management.

To find out more about how Employer**Guard** can help you, **get in touch:**

- [hrchampions.co.uk](http://hrchampions.co.uk)
- 01452 331331
- [enquiries@hrchampions.co.uk](mailto:enquiries@hrchampions.co.uk)