

Province of West Lancashire Masonic Halls Support Group Halls Seminar

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Debbie Mosley
Founder
Demos HR Solutions

dêmos (δῆμος) *noun*

An ancient Greek word meaning "the people"

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@DemosHRUK



Dêmos HR Solutions

A bit about me

- HR Professional with 20 years experience in HR working in a variety of sectors
- Last 5 years working with SMEs in North West, Midlands and London as an independent consultant
- Provide expert advice and solutions to business owners and managers on all people-related matters

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Dêmos HR Solutions

Areas of expertise

- Recruitment and selection
- Onboarding new starters
- Employee Relations
- Performance management
- Employee Engagement
- HR Strategy
- Team management
- Termination and Exit

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Dêmos HR Solutions

Partnerships

- HR software - Breathe
- Online training solutions - Training Sensei
- Employee Engagement and culture surveys - WorkBuzz
- Occupational Health
- Health and Safety
- Employment Lawyers

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Ways of work

- Monthly support package
 - Monthly retainer to cover expected workload
- Ad hoc/one off project basis
 - One off prices for stand-alone pieces of work
- Outsourced HR Manager/HR Director
 - Daily rate for agreed number of days per week/month

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Onboarding; the compliant way

- Job offer
- Written Statement of Employment Particulars
- Contract of employment
- Conditions of offer
- Eligibility to work in the UK
- Privacy Notice
- Job description
- Employee Handbook

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Worker Status

- Employed

- full time, part time, fixed term, zero-hours

- Worker

- casual workers, zero-hour contract workers, agency workers, and seasonal workers

- Self Employed

- Freelancers and contractors

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Dêmos HR Solutions

The benefits of working with an outsourced HR consultant

- Peace of mind
- Freedom to concentrate on what you're best at
- Cost efficiencies
- Provide guidance and updates on employment legislation
- Help avoid employment tribunals
- You don't know what you don't know

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Any Questions?

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