

# HR SUPPORT SOLUTIONS

Reduce business risk with access to qualified and experienced HR professionals on demand



## The challenge for small and mid-sized businesses

Most small to mid-sized Canadian businesses do not have people dedicated to understanding and managing human resources and the associated legal implications. Business owners are focused on the big picture, making it easy to overlook employee performance or workplace conduct issues, and changes to policy or legislation.

## Avoid the risk – we can help: HR Support Solutions

With the intricacies of today's employment law, trusted human resources and legal expertise is a top priority for businesses looking to steer clear of employment pitfalls and expensive litigation. **HR Support Solutions** provides this specialized knowledge on demand, allowing businesses to immediately address priority concerns, confidently manage complex HR processes, and make the right decisions for their business.

Once opted in for the service, you and/or select personnel can use the HR and legal expertise available with HR Support Solutions anytime needed by simply calling our Care Access Centre. HR professionals will consult with you on each request/question and provide appropriate information and resources to help.

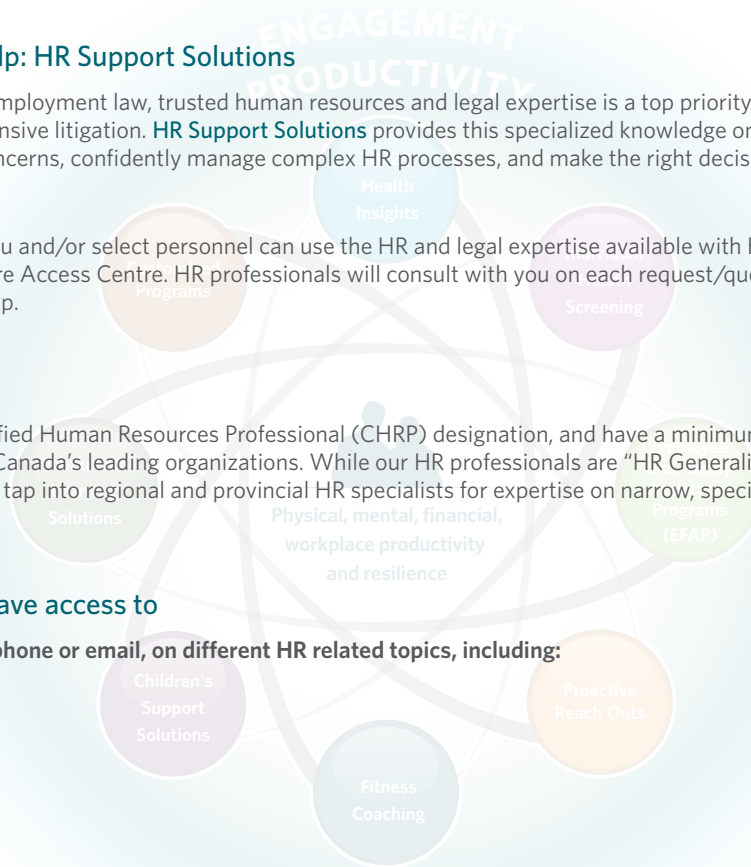
## Meet our experts

Our professionals hold the Certified Human Resources Professional (CHRP) designation, and have a minimum of 15 years of HR experience in all areas of HR, with some of Canada's leading organizations. While our HR professionals are "HR Generalists" in that they have broad HR experience, they are also able to tap into regional and provincial HR specialists for expertise on narrow, specific concerns (e.g. occupational claims in specific provinces).

## What your business will have access to

Real-time advisory support by phone or email, on different HR related topics, including:

- Health & Safety
- Compensation
- Performance Management
- Policies and Procedures
- Job Evaluations
- Terminations
- Employee Relations
- Workers Compensation and Employment Standards Advisory



### Customized Programs

support unique workforce situations and challenges. Our 30 years of experience in workforce health and productivity means we have programs that provide a full spectrum of customized support to assist with mental health challenges including depression, addiction and substance abuse, unique employee populations like expatriates and remote work forces, and life stage changes.

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## Comprehensive HR templates including:

- Sample Employment Contracts
- Employee Exit Interview Form
- 40 Job Interview Questions
- Interview Questions NOT to Ask
- Policy Template
- Internet Policy Template
- Termination Meeting Checklist
- Social Media Policy Template

## A complete Legal Primer

- Easy to understand documentation provides valuable knowledge on everything from employee termination and pay equity to Worker's Compensation and Human Rights.

## Top benefits of HR Support Solutions

- Access to HR and legal expertise on demand
- Reduced liability risk when your business takes advantage of expert advice surrounding termination, restructuring, human rights, and more
- Reduced operational costs by using an on-demand solutions versus hiring in-house HR and related legal experts
- Flexibility to use as much or as little of the service as needed by your business

Business results with no risk! Ensure the performance of your business remains strong with the expert HR and legal advice when you need it.

To learn more about HR Support Solutions and pricing, contact us today at 1.800.461.9722 or [shepellfgi.com](http://shepellfgi.com).



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