

Where Talent Shines Business Grows ...

**From the Managing Director, Margaret Desir LL.B
(Hons), Assoc CIPD**

“... I have the benefit of 10 years experience working within magic circle legal firms in the City in a mixed variety of law to include Employment Law. Since 2000, I have worked as a legal recruiter and HR consultant. I am an expert in Employment Law – teaching the subject and writing articles for business publications, particularly those related to SMEs. During the course of my career I have won business awards, was President of a business networking group, appeared as guest speaker at a national business conference and even had the opportunity to meet the then PM Tony Blair. My experience has given me a first –hand understanding of the market in which I work and the necessary credibility and expertise to represent you at the highest level.

”

.....

Call us on 0845 680 3483

ShDavenport

**We make it our business
to understand yours ...**

Based in Bedfordshire UK, we have consultants with a proven track record within HR, who are CIPD and/or legally qualified and truly understand how effective workplace practices, lead to an efficient, productive and profitable workplace.

We have a wealth of experience to draw from, and have worked with companies of all sizes whether large or small, but we still bring a fresh and tailored approach to each new project.

WHY CHOOSE US

Whether it is a one off project or ongoing evolution, we can effectively manage your project more effectively to ensure you have the right HR systems, staff and processes in place to help your business prosper and grow. We will pinpoint and get to grips with your individual needs fast.

This means your organisation can:-

- Gain practical help and HR advice from a team with over a decade's experience
- Keep-up-to-date with the ever changing legislation affecting Employment Law.
- Save money through bypassing stumbling blocks and wasted time
- Benefit from more productive and efficient and ongoing working relationships
- Acquire key HR personnel who can contribute to the profitability and success of your business

Effective absence management involves finding a balance between providing support to help employees with health problems stay in and return to work, and taking consistent and firm action against employees who try to take advantage of organisations' occupational sick pay schemes.

What we do:-

- Implement absence policies - highlighting what absence policies need to contain, manage short term and long term absence, identifying the legal position, dealing with fit notes and return to work. Dealing with absences due to stress, back pain, family responsibilities, recurring medical conditions, mental illness, etc.
- Training Line managers with regard to: the organisation's absence policies and procedures, their role in the absence management programme, the way fit notes operate and how to act upon any advice given by the doctor.
- Advise on the legal and disciplinary aspects of absence, including potential disability discrimination issues, maintaining absence record-keeping and understanding facts and figures on absence.
- Advise on the role of occupational health services and proactive measures to support staff health and wellbeing, the management of complex cases, in particular 'myth-busting' about what they can, and cannot, do, the operation (where applicable) of trigger points.
- Return-to-work interviews and counselling

Dealing with all matters in a caring, professional and fair manner.