

Questions You May Have

1. How quickly can you help?

I aim to respond within one working day where possible, and sooner for urgent matters. We'll agree realistic timescales based on what you need and the nature of the support required. Time to time, if I am travelling or onsite with a client, there may be further delays.

2. Do you work remotely?

Yes. I provide remote support to organisations across the UK using Microsoft Teams, telephone and email. I can also work on-site where face-to-face meetings, workshops or other in-person support would add value.

3. Do you support small and medium-sized businesses?

Yes. I work with organisations of all sizes, from businesses with no internal HR resource to established HR teams that need additional expertise or project support. The support is tailored to your organisation's size, culture and needs.

4. Do you offer retained HR support?

Yes. I offer flexible retained HR support, which can include regular advice, employee relations support, policy reviews, manager coaching, strategic guidance and project work. Packages can be tailored to the level of support your organisation needs.

5. Can you support workplace investigations?

Yes. I provide independent and impartial workplace investigation support for disciplinary, grievance and other employee relations matters. Investigations are handled fairly and thoroughly, in line with current UK employment legislation and recognised HR best practice.

6. What types of organisations do you work with?

I have experience across a wide range of sectors, including manufacturing, financial services, professional services, education, sport, housing, arts and culture, and the third sector. This breadth of experience helps me understand different organisational environments quickly and provide practical, commercially focused support.

7. Can you help with HR technology and systems?

Yes. I have extensive experience in HR technology, including selecting and implementing HR systems, improving existing processes and helping teams get more from their technology investment. I believe technology should support people and make work simpler, not add unnecessary complexity.



8. Do you provide support for one-off projects?

Yes. I can provide specialist support for individual projects such as HR system implementation, organisational change, policy reviews, restructuring, employee relations cases or leadership support. Ongoing consultancy support is also available where needed.

9. Do you provide employment law advice?

I provide practical HR guidance based on current UK employment legislation and HR best practice. Where specialist legal advice is required, I work alongside legal professionals to ensure you receive the appropriate support.

10. How do we get started?

It starts with a conversation. Book a complimentary consultation to discuss your organisation, the challenges you're facing and the support you need. If we're a good fit, I'll recommend the most appropriate way of working together, with clear timescales and costs.