

# About us

Founded in 2006, Black Dog HR Consultancy Ltd has a consulting team of HR Professionals, Health & Safety experts and Training Specialists who can draw on a wealth of experience from a number of industries in both the Public and Private Sectors.

At Black Dog HR we are passionate about providing HR guidance that is jargon-free, easy to follow and viable to implement in your business environments.

## Examples of industries we are working in:

- Construction
- Security
- Manufacturing
- Accountancy
- Nurseries & Education
- Charity & Not-For-Profit
- IT
- Communications
- Marketing & Public Relations
- Care / Residential Nursing Homes



Rachel Winchester  
HR Advisor



Gill Craik  
Director



Deborah Rowett  
HR Administrator



I would like to thank Gill and her team at Black Dog HR Consultancy Ltd for their invaluable help, support, advice and guidance over the last 3 years. Lindab is an international organisation with 270 employees within the UK and 4,300 employees worldwide.

Gill and her team have provided the Organisation with:

- interim maternity cover for HR Manager and the relevant day to day requirements from the HR Department, including overseeing monthly payroll;
- strategic involvement in Performance and Development, Corporate Social Responsibility and initiatives;
- advice and guidance on the restructuring of 5 departments;
- mediation between parties to reach a mutually satisfactory conclusion and protect the company's interests;
- guidance through the process and support onsite for the Senior Management team and Directors;
- Sickiness Absence Management;
- redundancy consultations in branches and departments within the company;
- Capability and Long Term Sickness issues; and
- advice offered to Senior Managers within other parts of the company in Sweden, Luxembourg and Belfast.

Gill and her team are extremely professional whilst being friendly and down-to-earth. I would not hesitate in recommending the services of Black Dog HR Consultancy Ltd to any business wishing to outsource all or part of their HR Function.

Joint Managing Director - Lindab - Northampton

**Black Dog**  
HR Consultancy Ltd.

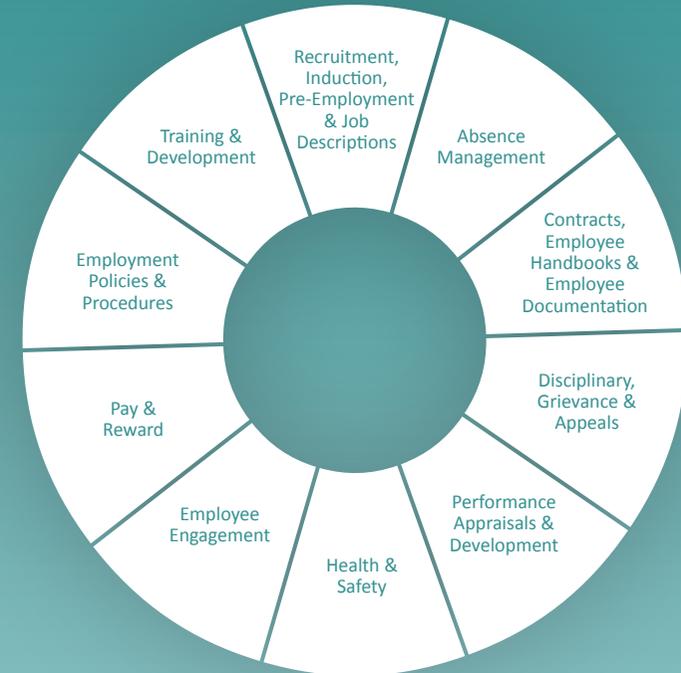
Whiteleaf Business Centre, Little Balmer, Buckingham, Bucks MK18 1TF  
Tel: 01280 817341 | Email: info@blackdoghr.co.uk | www.blackdoghr.co.uk

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 [www.linkedin.com/company/black-dog-hr-consultancy-ltd](https://www.linkedin.com/company/black-dog-hr-consultancy-ltd)

Contact us for more information or to be added to our mailing list

# Which one of these areas is causing you the biggest headache?



Do you have all these areas covered?

Contact us now for a **FREE HR Review**

**Black Dog**  
HR Consultancy Ltd.

[www.blackdoghr.co.uk](http://www.blackdoghr.co.uk)



# Black Dog HR CONSULTANCY LTD - DELIVERING EXPERTISE

At Black Dog HR we understand that every business is unique so it's important that we take the time to understand the workings of your business and the culture within, before providing you with the necessary employment and staffing advice to allow you to make informed decisions.

We have been established since 2006.

We have a fully manned office during office hours, with provision for an out of hours emergency.

**We offer an extended range of HR services including:**

- Cloud Based HR programmes with a Self Service option and bolt-on packages
- A Cloud Based Appraisal system
- HR Helpline
- Bespoke Employee Handbooks
- Employee Contracts - various
- Disciplinary & Grievance process support
- Management of full recruitment processes - writing the advert, shortlisting and interviews
- Job Description writing
- Salary Reviews and Employee Reward Schemes
- Redundancy consultations, selection criteria, lay offs and short time working
- TUPE Consultations inbound /outbound
- Implementation of Performance Management
- Management Training and Coaching
- Training - Employment and Health & Safety
- Independent Investigations
- Case Preparation
- On site presence

Why we should be part of your team

We mainly work with our clients on a **Retained** basis. This means we can operate more proactively such as making sure you're aware of changes to forthcoming legislation, reminding you of important dates to ensure key opportunities are not missed, and helping make sure you have the right policies in place to protect you and your workforce.

Retained agreements also help us remain competitively priced while continuing to offer high standards of service.

We also work with clients on an **Ad-hoc** basis where we can provide support for specific projects or complement support you may already receive. Working in this way you will only ever receive an invoice from us for work that has been agreed and completed.

Whether we work with you on a **Retained or Ad-hoc** basis, Black Dog HR can provide a high quality of service tailored to your needs - so you have just what you need on your Team. And with comprehensive HR Services available from as little as £105 per month, such peace of mind is not as expensive as you think.

Contact us now to arrange a free HR review

Tel: 01280 817341  
Email: [info@blackdoghr.co.uk](mailto:info@blackdoghr.co.uk)  
Website: [www.blackdoghr.co.uk](http://www.blackdoghr.co.uk)

## Examples of Risks from NOT working with us:

- Employment Tribunal
  - Legal costs
  - Time to prepare case bundle and defence
  - Trauma
  - Cost of Award and reputation
- Inefficient use of staff – your most expensive asset!
- No plans in place for
  - Staff and Management development
  - Succession planning
  - Change
- No knowledge of Employment legislation requirements
- No access to specialist HR Advice relevant to your business

## Testimonials

The service was professional but friendly. We would have no hesitation in recommending them for any business' HR requirements.

Partner - Keen Shay Keens  
Chartered Accountants - Milton Keynes

Without Gill's help, I would never have managed to sort out our new employment contracts, staff handbook, salary scheme and recruiting of new employees. She is extremely personable and easy to work with and I have found her advice and recommendations to be objective and well thought out. Thank you for all your help and for getting us on the right track!

Managing Director - Regional Company  
(Head Office - Banbury)