



HR & Safety Support ON-CALL



**Locations in Both Guelph & Fergus
Mailing Address**

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HR and Safety management on a day to day basis can take up a large portion of a business's time. Staying on top of the changes in legislation and timelines for compliance on top of the day to day routine can be very time consuming and exhausting; as well as frustrating in trying to interpret and come up with a game plan to implement.

Beyond Rewards can assist your members with this by taking the complexity out of compliance; by lightening the HR and Safety workload and allowing them to focus on growing their business. With the expertise on staff and through our partnerships, Beyond Rewards will provide the following services.

Small Business HR Support Packages

Program A - Small Business Support [less than 20 employees] with one point of contact: \$50.00 month paid quarterly in advance on one year contracts.

Unlimited calls for HR Support between the hours of 830 a.m. and 430 pm. addressing such things as:

*** General Human Resources**

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|-------------------------|----------------------------|
| √ Employment Standards | √ Employee Relations |
| √ Benefits | √ Compensation |
| √ Return to Work | √ Recruitment & Onboarding |
| √ Policies & Procedures | √ Outplacement/Termination |
| √ Training | √ HR Legal i.e. Contract |

*** Health and Safety**

- | | |
|-------------------------|----------------------------------|
| √ WHMIS | √ Bill 168 Violence & Harassment |
| √ Policies & Procedures | √ Emergency Management |
| √ Safety Compliance | √ Pandemic Preparedness |
| √ Return to Work WSIB | √ Training |

*** AODA**

- * A compliant Contract of Employment
 - * A compliant Health & Safety Policy Statement
 - * Guidebooks
 - * A guidebook on recruitment available upon request
 - * Access to documents, letters and fact sheets at reduced rates
 - * One online training module—HR for the Non-HR Manager
 - * Preferred rates for human resources and health & safety consultancy at a discount dependant on project of (10%)
 - * Monthly Newsletter of Legislative Updates
 - * Discounted rates for Training online and workshops
- New Members to this program will receive a \$200.00 gift certificate towards a workplace health and safety audit.

Program B - Business Support [less than 50 employees] with multiple points of contact: \$90.00/month paid quarterly in advance on one year contracts.

Unlimited calls for HR Support between the hours of 830 am. and 430 pm. addressing everything in Program A (see above) as well as:

- * Discounted rate on Assessments – MBTI, TKI etc.
- * Review of existing Employee Manual at no charge
- * Conflict Management online course – 2 persons
- * Behavioural Interviewing online course – 2 persons
- * Discounted online training courses (additional 10% over the preferred client rate) **

New Members to this program will receive a \$250.00 gift certificate (or a \$50 gift certificate if they upgraded from Program A) towards a workplace health and safety audit..