



sentient
by Romero

introducing sentient

We're passionate about people. As a leading HR partner, it's our mission to take the stress out of HR & Employment Law, giving you back the time to focus on running your business.

Whether it's the complex and ever-shifting landscape of HR regulations, or challenges you may face from existing employees, we have expert solutions, hand-crafted by our team to help your business thrive.

Think of us as not just your HR provider, but a trusted partner who truly understands every facet of your business. Always on hand to support you through whatever challenges you might face.

We'll work to understand your business, and build a tailored package that suits you so you're getting everything you need, and nothing you don't. Just some of our services include:

contracts of employment

Sentient provide “strong” and fully bespoke contracts of employment which meet legal compliance and at the same time give the employer the right to manage.

health and safety systems

Safety laws require all employers to address health and safety in the workplace. Sentient can provide bespoke Health and Safety Policies, Risk Assessments and supporting documentation to meet the legal requirements and strengthen the management of Health and Safety.

all-in-one HR packages

If you need enhanced support, rather than offering our services individually, we have a tailored HR package available for a low monthly fee which scales dependent on your number of employees. This gives you comprehensive access to all our HR services, allowing us to act as your outsourced HR department.

ongoing support

It is one thing to have contracts, safety policies and risk management systems in place; it is another to know how to respond when the unexpected happens. Our support service gives unlimited access to specialist help. Furthermore we can deal with third parties, enforcing authorities, and be your health and safety competent person.

employment tribunal services

Employment Tribunal claims, fuelled by steady growth in new legislation and a more informed work force, can be very disruptive for the employer.

We will make sure your Employment Tribunal claims are taken care of from start to finish.

legal expenses insurance

Dealing with Employment Tribunal claims costs both time and money. You can save time by letting us represent you and save money by insuring against the associated costs.

Amongst the most popular sections of cover is protection against professional fees, commercial settlements and compensatory awards.

typical services:

- Bespoke management systems
- Monitoring and auditing
- Documentation updates as required by the law
- Unrestricted access to professional advice 24 hours a day 7 days a week
- Bespoke letters and documents
- Competent person service
- Flexible risk assessment programme
- Practical solutions to employment, safety and risk management problems
- Insurance protection for claims made against you at Employment Tribunal or as a result of health and safety prosecutions
- Regular updates on changes to existing legislation or the introduction of new laws
- Access to a wider range of letters, guidance and template forms

training

Improving the skills and performance of employees, supervisors and managers can make a crucial difference to the financial performance of any organisation. Sentient provides a wide range of open and in-house courses. In-house courses can be either bespoke or accredited as best suited to meet the identified training need. (Please see separate pages).

Our services can be taken as standalone or combined and integrated into your business.

Talk to our team to understand how we can create a bespoke package, built around your business to help you, and your people.

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