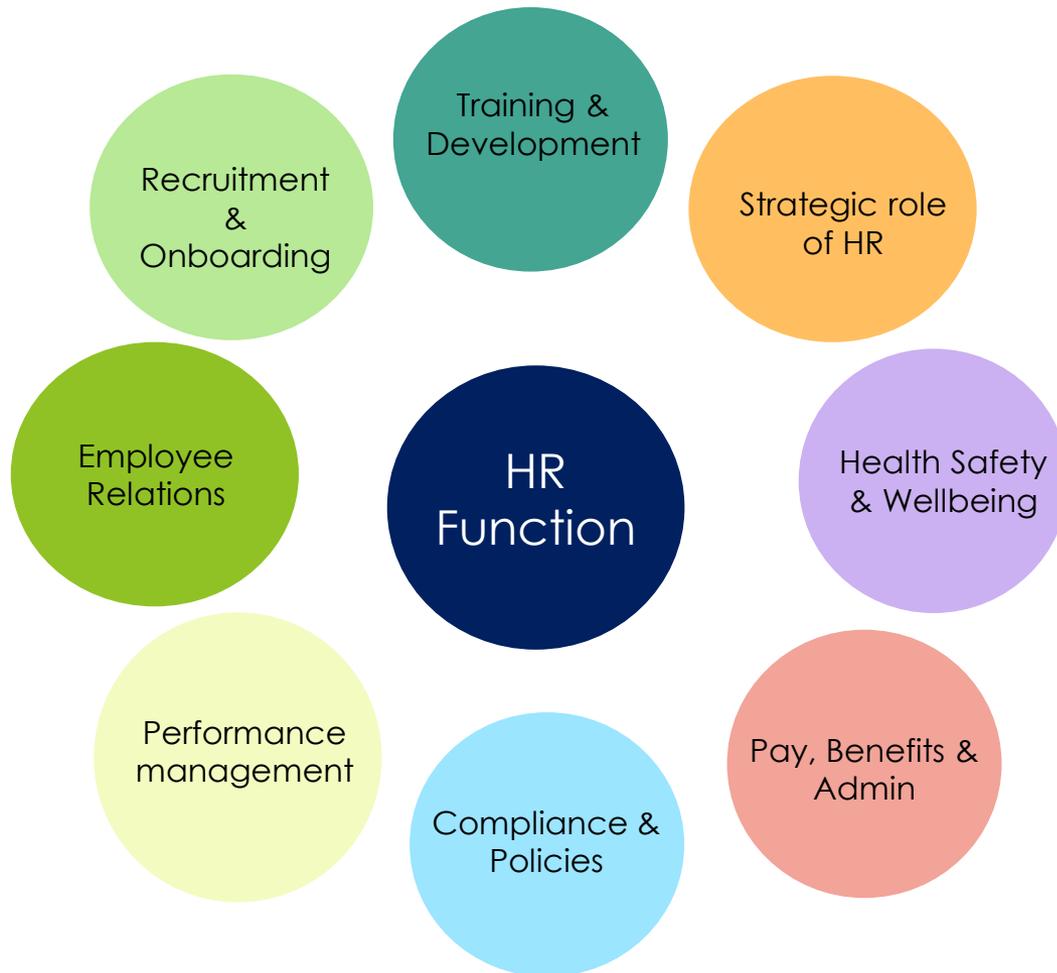




The Role of HR



Balancing business needs with people needs





Recruitment & Onboarding

Workforce planning
(understanding site
and office needs)

Job adverts,
interviews, and hiring

Inductions and
onboarding (health &
safety, company
culture, policies)



Training & Development

- Mandatory training (H&S, compliance, CSCS, first aid)
- Skills development and apprenticeships
- Leadership training & succession planning



Employee Relations

- Promote positive culture and teamwork
- Manage grievances, disputes, and communication
- Support staff engagement and morale



Performance Management

- Setting expectations and objectives
- Appraisals and feedback
- Supporting underperformance with guidance and training



Compliance & Policies

- Employment law compliance
- Health & safety regulations specific to construction
- Policies: attendance, equality & diversity, disciplinary, etc.



Pay, Benefits & Admin

- Payroll and timesheet management
- Pensions, holidays, wellbeing initiatives
- HR records and systems



Health, Safety & Wellbeing

- Collaboration with H&S teams for site safety
- Mental health and wellbeing initiatives
- Work–life balance support



Strategic Role of HR

- Supporting business growth and stability
- Workforce planning for projects and contracts
- Driving engagement, retention, and company culture

In Summary...

HR is an essential business partner

People are our greatest asset!

Commitment to your people can result in....

INVESTORS IN PEOPLE®
We invest in people Gold

INVESTORS IN PEOPLE®
We invest in wellbeing Gold

Questions?