

Professional HR support to help your business run smoothly

We are pleased to announce the appointment of Katherine Watkins as IHRs's new Head of Human Resources Consultancy. In her first Insight article, Katherine outlines what insurance brokers and business leaders need to think about from an HR perspective and how she and the IHRs team can help...

I am delighted to join IHRs. The company has a unique HR offering for brokers and business leaders across all sectors. We have created a 'one stop shop' of HR support that caters for all your HR needs. After a year that none of us have ever seen or worked through before, we have the opportunity to learn from what happened and build our businesses to be bigger, better and more resilient.

Here at IHRs, my team and I know effective staff management is essential but can be time-consuming and complex. With the extension of the SM&CR (The Senior Managers and Certification Regime) in 2019 and greater regulatory requirements of businesses, when it comes to handling staff data there is a far greater need for robust HR practices. With access to IHRs's expertise, you can be confident your business is HR compliant and has the support it needs.

For businesses without an internal HR function, my team of HR professionals act as your trusted advisors, providing practical advice to you and your employees. We can be your outsourced HR department.

We enjoy what we do and we do it well!

Our expertise can help you:

- reasonably ensure you meet **regulatory HR requirements**
- assess the **health of your current HR practices**
- have the right **employment contracts** in place for employees
- have suitable **policies and procedures** in place - in a simple to understand manner
- mitigate against the risks of getting **employee issues** wrong
- provide management training for **disciplinary and grievance meetings**
- provide **HR legal guidance** through a dedicated helpline
- navigate **GDPR** and handling of staff data
- deliver Executive and Senior management **career coaching and resilience training**
- assist in setting **health and wellbeing** policies and programmes for employees
- with **mergers & acquisition** support (divestitures, buy and sell side due diligence, integration, harmonisation)
- design appropriate **culture** setting workshops

- design robust **reward and benefits** programmes
- provide **independent strategic advice** as part of Exco or Remco meetings

I am a strong believer that Human Resources is about creating the right culture in your firm to help your people deliver results that matter to them and to you.

At IHRS, we offer clients an **HR Risk Audit** which has proved valuable to many businesses. It delivers firms a comprehensive independent assessment of their current HR practices, along with assessing risks and potential improvements that can be made. With the results from the risk audit, my team can help you by providing ongoing guidance and access to a range of policies and procedures, all of which can be tailored to individual business requirements.

For further information on IHRS's Human Resources services and how we can support your business, please contact me at kwatkins@ihrsolutions.co.uk or call me direct on 07566 766954 or call our helpline on 01604 709509.

Connect with me on LinkedIn or visit our website.

About the Author

KATHERINE WATKINS

Katherine has over 20 years' international experience working in HR, across various sectors, including financial services, insurance and regulated environments. Over the years, she has collaborated with some exceptionally talented HR professionals, with whom she has joined forces on special projects. Her network of HR professionals provides advice and training to companies and other HR teams.

In her role with UKGI Group, Katherine heads up the Human Resources Consultancy and provides objective support to firms on employment law and HR issues. She uses her extensive skills and knowledge to work with firms to help them develop strong and resilient HR strategies and establish healthy organisational cultures.

Katherine holds a degree in Business Administration and Management from the University of Northampton and a Postgraduate Diploma in Human Resource Strategies from London Metropolitan University. She is a Fellow of the Chartered Institute of Personnel and Development (FCIPD).

