

PeopleRight is an effective, results oriented, professional team that provides a comprehensive range of services delivered by expert, high quality human resources professionals that have demonstrated records of success. Our range of services directly contribute to successful business outcomes. Our philosophy is to support your business by controlling risk, reducing costs and enhancing organizational effectiveness. We provide program/policy analysis and development as well as expert training, investigations and continuing support.



Successful organizations have exceptional people, but becoming an expert is difficult when exposure is limited and volumes are small. We have the experience to know the most value added solutions that will work in your organization. We are here to augment your team by providing that valuable expert edge.

***Reduce your risks!***

## Managing Harassment & Violence in the Workplace?

Are you ready to effectively deal with a Complaint of Violence, Harassment or Disruptive Behaviour in the Workplace? Are you ready to deal with the Ministry of Labour Inspector's questions about your program?

### Do you have the capacity to:

- Assess the risk of workplace violence or harassment and take reasonable precautions?
- Develop written policies?
- Develop a program to implement and maintain those workplace violence and harassment policies?
- Effectively train your employees?
- Successfully investigate complaints?

## Health & Safety/WSIB Ready?

- Are Health & Safety or WSIB demands distracting you from your core business?
- Do you know exactly what you need to do to get accidents and claims under control?
- Everyone has limited resources. Do you know which health and safety activities would deliver the most value for *your* organization?
- Do you want to start seeing more value and benefits from your compliance activities?

***Reduce your costs!***

## Attendance Support Programs

Have you built a comprehensive program that, at each step, supports your employees? Is your program based on discipline rather than encouragement? Does your program foster an environment that encourages support of your employees, promotes both individual and organizational health?

### We can help develop a Program to:

- Promote a healthy workplace by supporting individuals in achieving and maintaining positive physical, social and personal health
- Provide assistance to employees who are absent from work with appropriate support to enable them to attend work regularly and productively
- Practice medical management for timely intervention and return to work.
- Realize improved morale, continuity of service and prudent cost reduction.

### Additional HR Services include:

- Labour Relations, including negotiations and arbitrations
- Representation at WSIB and other hearings
- Salary & Benefits administration, including job evaluations
- Recruitment & Selection



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# PeopleRight

Human Resources Solutions

## The Leading Principals

**Damian Borrelli**, is a Human Resources professional with over 28 years practical HR experience, executive leadership and a sound business orientation in numerous sectors. He is SHRP and CHRP certified, holds an Honours Bachelor of Commerce degree from McMaster University, as well as an MBA from Queen's University.

**Sheila Church** has spent the last 25 years in the health and safety field, having worked both in the private and public sectors, including holding the position of Director, Occupational Health and Safety at Hamilton Health Sciences Corporation, an internationally renowned teaching hospital. She holds accreditation in DOHS (Post Grad Diploma, Occupational Health & Safety, McMaster University) CRSP (Canadian Registered Safety Professional)

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*Find out how to effectively  
use your resources, reduce  
costs and manage risk!*



## PeopleRight

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**Are you managing**

**your**

**resources, time and risk?**