

**HR4Business
Old Station House
Station Approach
Swindon
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Sandymount Construction Ltd has grown from a one-man band to where we are today, employing eight people and several sub-contractors.

When we made the decision to become employers we had no idea of the implications or contractual responsibilities involved. The construction industry is unusual in that the majority of workers are still self-employed however, we felt that we could offer a better service to our customers by directly employing staff.

Lorraine Stevens and HR4Business has guided us through this process and designed a bespoke employment contract for us to use. Lorraine has patiently put up with random phone calls and emails and explained the process and why we should include certain clauses (and why we can't include others!) in such a way that even I understand it.

As a result, we now have a contract of employment template which completely meets our needs to issue to new and existing employees.

Lorraine and her team are approachable, professional, always respond quickly to any queries. They are completely trustworthy and offer sensible advice on when we require their help and when we don't. I have no hesitation in recommending them and will continue to use them ourselves for all our HR needs.



Mick Haren