



Manitoba Child Care
Association

PEOPLE FIRST
HR SERVICES

People First HR Services is a People Corporation company

What expectations CAN I set for my employees?

What can I do when they don't show up for work?

How does the law apply to me as a growing business?

What's the minimum wage in my industry?

Have you ever asked these types of questions and are not sure where to start looking...UNTIL NOW? We are so excited to introduce our Human Resources support model designed specifically to meet the needs of small, medium, and growing business... **HR @ Your Service.**

The Manitoba Child Care Association AND People First HR @ Your Service consulting team have partnered up to provide members with a Human Resources (HR) support option designed specifically to help you deliver sound people management decisions - decisions that will create productive and engaging workplaces as well as keep you compliant with legislative minimums and best practice standards.

What value can our Partnership bring to you and your work place?

Our partnership allows you the opportunity to access On Call HR support (telephone and email) designed specifically to meet your needs. Not only will you now have access to a live expert HR Advisor when you need it, it comes **without** the extra costs in salary paid to a full time HR Advisor, giving you back space and equipment in your office, and eliminating all the benefit and payroll costs associated with having someone on staff.

The power of this partnership provides incredible affordability...keep reading to see how!





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The **Manitoba Child Care Association** AND **People First HR @ Your Service** are proud to introduce a full line of Human expertise services tailored to your size and type of work. Some examples of these services are:

Service	On Call
Cost Model - Associations	\$60/mo
General advice on Terminations	X
General advice on Employee Relations	X
General advice on Respectful Workplace	X
General advice on Progressive Discipline	X
General advice on writing policies, manuals, job descriptions	X
General advice on Employment Legislation	X
General advice on Labour Relations questions	X
General advice on Performance Management	X

COST:
\$60/month

*Prices in effect January 1, 2016

Our "On Call" support is designed to fit the budget of any size business and at the same time provide exceptional and expert advice. The discounted "Member Rate" starts as low as **\$60 / month** and would give you access to your dedicated Human Resource support service anytime during regular working hours. Monday to Friday 8am to 4pm.

Imagine having your own HR Advisor and team there for you when you need them for sound advice and support?

We are HR @ Your Service, working together to provide a very affordable people management support service to all members. We would welcome the opportunity to discuss the range of support that we are able to provide and the flexibility with which we can provide it.

To sign up or to learn more about how we can be of service to you, please contact Todd Nadeau, Practice Leader, **HR @ Your Service** at hratyourservice@peoplefirsthr.com or 204.612.9072.

HR @ Your Service simply delivers on consistent and professional HR support services that allow you to make faster, better people management decisions. Focus on the top and bottom line, driving the success and growth of your business and leave the rest to us!

We look forward to partnering in your success.