

HR support for Travel & Tourism



Outsourcing your HR needs to specialists allows you to access the knowledge and expertise of senior HR professionals at a fraction of the cost of employing a full-time resource in house. Trusting experts to deal with your Employment Law matters will give you the peace of mind that everything is handled in line with the latest legislation and good practice.

Let us use our HR experts to provide innovative and flexible solutions for your company when you need them.

Our efficient service and professional advice gives you peace of mind that your workforce is being managed effectively, leaving you to focus on running your organisation.

It has been a particularly difficult year for the Travel and Tourism sector. You may have placed employees on furlough under the Job Retention Scheme. You may unfortunately have had to make some redundancies. As we slowly start to return to some sort of normality, you will have HR issues to contend with.

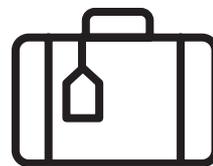
You may need to amend hours of work to incorporate more flexibility. You may have introduced remote working during the pandemic and wish to continue with that to some degree going forward. As you battle to get your business back on track, you may also be wondering what employment legislation changes have been introduced which will impact your business.

We understand that dealing with these matters in house is not always an option.

The nature of the Travel and Tourism sector has always meant unsocial hours and flexible working patterns. During peak seasons such as summer or the Christmas period, you need your employees to work additional hours and not to take holidays.

You may also need assistance with navigating working hours for drivers or how to address issues of overnight stays. Whatever the issue, it will have employment law implications for you.

In addition, Brexit has changed the landscape for travel throughout Europe as well as having implications for any EU Nationals you may employ.





How HR Solutions can help

- We can assist you with implementing agile and remote working policies to suit your organisation.
- We can draft appropriate Contract of Employment templates, incorporating wording in respect of hours of work, shift-patterns, restrictions on when employees can take holiday, temporary shortages of work etc.
- We can advise you on working time issues in respect of drivers' hours; and calculation of holiday pay where regular overtime is worked.
- We can provide you with an Employee Handbook with additional policies as required in order to set out to your employees the behaviours expected of them.
- Working with our BTI Partners across Europe, we can assist you with posting British Nationals to work in EU countries. We can also assist your employees with applications for the EU Settlement Scheme and we can also work with you on obtaining a Sponsor Licence in order to employ non-British Nationals.

Whether you need a review and update of your policies and procedures, or employment law advice in a specific misconduct or performance case, HR Solutions guarantees a HR professional to work with you on an ad-hoc or continuous basis, either on-site or remotely.

Special projects

As your business returns to normal, bigger projects may come your way. HR Solutions can give you peace of mind that everything is handled in a compliant way and in the best possible manner for the business as well.

You may be acquiring or merging with another business and are worried about what the TUPE Regulations will mean for you. Or you may need to restructure your organisation and need assistance with the consultation process.

Our HR Solutions team has the skills and experience to advise and support you during any consultation process



If you would like to discuss with us how best we can support your business, please contact Stephanie Pote and Colin O'Kane, HR Consultants at HRsolutions@mhllp.co.uk