

# Contingent Labour Support

De-risk your Non-Employee Labour & Supply chains



Delivered by  
**Colin Yoshioka-Smith**  
Certified & Experienced in HR, Contingent Labour, Supply Chain Auditing & Construction

Our support is developed to address the challenges now being imposed on Construction businesses

## The legal challenges your contractor business faces

01

New Employment Rights Bill, Finance Bill Changes & Minimum Wage increases

02

Government & supplier investigations into Intermediaries, Supply Chains & Modern Slavery risks

03

Client & Supply Chain audits; looking for legally complaint, internal infrastructure and processes



# About HR Pillar

## What makes us unique?

20 years in the HR sector qualified & backed by the CIPD

Experienced in construction supply chains & environments

Support from the CIPD & infrastructure to offer you the latest HR legal advice

Experienced in Construction supply chain related audits

Managed thousands of Construction Ops from: PAYE, CIS, Umbrella, Ltd, & Agency

Supported main contractors with supplier transformation

## Our Story

**HR Pillar was founded on over a decade of experience supporting businesses with HR, Internal Recruitment and Training.**

**With first-hand experience of running HR functions and managing a £100m Construction Labour Department; HR Pillar understands the pains contractors and suppliers face.**

The owner of HR Pillar managed multiple internal HR & Recruitment functions, including Keltbray Group, Cerberus UK Construction, and Regiis Group.

With over 3,000 Blue-Collar Operatives managed at one time in the industry; we are confident in supporting your business navigate the issues you face in the current legally changing landscape.

Lack of talent, incorrect cards, system issues, the introduction of the Fair Work Agency, and navigating the current construction climate; is a concoction that could lead to projects delays, spiralling costs, and losing jobs.

# Our Service Process

All services are designed to be a pick and mix to suit your situation and budget.

## 05. Evaluation

Assess outcomes and share findings with the business for continuous improvements and re-assessment.

## 04. Ongoing Support

Track legislation changes and track company progress with the business; for any additional support needed.

## 03. Improvements & Impact

Implement any changes needed for compliance and look at initiatives to support your business with people management knowledge and upskilling.

## 01. CIPD & Supplier Assessments

Audit your current HR assets for potential improvements. Also assess your Intermediaries for any risks and client impacts.

## 02. Legislation Changes Preparation

Create a tailored plan based on the audit findings, and legislation changes



## What's included?

Assess to 2,500 pieces of legally compliant contracts, policies & documentation; which are constantly updated in line with new legislation by the CIPD

CIPD Audit and Intermediary Supplier review, for any client and 3<sup>rd</sup> party audits.

Ongoing Advice, Legislation Updates, workforce advice, and optional internal training.

[Interested in getting support?](#)

Contact [HRRSupport@hrpillar.co.uk](mailto:HRRSupport@hrpillar.co.uk)