Handle your **HR and health & safety the smart way**

Save time, cost and focus on your business with Peninsula's 24/7 compliance support.

MCA ALBERTA

PENINSULA

10% off Peninsula Services for MCA members!

HR and employee relations

- Enforceable contracts and policies
- Employee handbooks
- Termination policy
- Toolkits and forms

Health & safety

- Robust health & safety management system
- Workplace inspections & risk assessments
- Watertight documentation
- Timely regulatory updates

Smart software

- Track staff hours, breaks, attendance
- Manage vacations with ease
- Secure, cloud-based document storage
- Incident reporting and recording
- E-learning library

COR

- Build a health & safety management system
- A full COR compliant manual
- Gap analysis and reports
- Quality assurance review
- Support preparing for COR audits

Advice

- 24/7 unlimited expert advice
- Connect to an advisor within 8 seconds
- Step-by-step guidance on all and any compliance issues
- Accredited HR and health & safety professionals (CHRP, CHRL, CRST, CRSP)

Peninsula Protect Plus*

- Legal representation
- Settlements & awards coverage for wrongful termination
- Legal fees covered up to a maximum of $125,000 per case and $500,000 per year

*Subject to Peninsula Protect Plus terms & conditions

Contact Your Local Consultant

For more information or to get started, please reach out to:



Bob Condon

Lead Business Consulting Manager

bob.condon@peninsula-ca.com

403-966-0093

Great Place To Work. Certified

HR PA Human Resources Professionals Association PLATINUM PARTNER

HRReporter READERS' CHOICE WINNER 2024

How well are you managing risks?

If your answer to any of these questions is 'no', you may be exposing your business to unnecessary HR and/or health & safety risks.

HR & employment relations

	Yes	No
Do all your employees have a written contract of employment?		
Do you have an employee handbook covering all aspects of work?		
Has your employment documentation been reviewed in the last 6 months?		
Are changes to policies and procedures communicated to all staff?		
Are copies of the handbook available for all employees to view?		
Do you currently receive third-party advice regarding employee problems?		
Do you have access to HR policies and procedures tailored to your business?		
Can your business afford to pay an unexpected legal bill from an employment related matter?		
Do you have protection against legal expenses in the event an employee sues your business?		
Are you confident you know your legal obligations under provincial employment standards laws?		

Health & safety

	Yes	No
Do you have a written health & safety management policy?		
Do you update this policy on a regular basis?		
Do your employees receive health & safety awareness training?		
Do you provide ongoing training to existing staff regarding their health & safety?		
Are the required health & safety posters prominently displayed?		
Do you have a workplace violence and harassment policy, and do you review it annually?		
Do you have a workplace investigation procedure in place?		
Do you have an Internal Responsibility System (IRS) in place?		
Do you have a system of accident reporting and recording?		
Do you receive third-party advice on health & safety matters?		
Do you have protection against legal costs in the event your business is prosecuted for health and safety violations?		