



BRIDGE TRAINING

What we do

Our training is bespoke for clients based on your levels of internal expertise, from management teams which need to know the practical basics, to more specialist topics for your industry, TUPE and contracting for sales teams, managing employment status for Dentists and GP's we cover all useful employment law training and support, delivered at our or your site. Some of our training can be packaged into our complete support packages.

Our training is delivered by our experienced employment law and HR team with occupational health and health & safety delivered together with our expert partners.

Locations

Our training is delivered where you want it - either on-site at our offices at York or Leeds or at your premises.

Delivery

We run lively and interactive learning workshops, no dull lectures! Often delivered by your designated advisor when you work with us under our complete support packages.

We explore practical topics with legal aspects from managing day to day issues – often helping develop the internal capabilities of your management teams – through to the provision of practical tips and skills to manage employment, HR and occupational health and health & safety issues, in a common sense way.

Training Topics

We cover all aspects of employment law including interactive workshops on the following areas:-

Recruitment

Legal and HR pitfalls of recruitment, selection and contracting with staff, correct processes and procedures for businesses and avoidance of compliance breaches

Performance Management

The pitfalls and best processes for managing poor performance at all levels

Disciplinary

Successfully investigating and managing disciplinary issues through to warnings or dismissals

Sickness Management

How to successfully resolve long term problems and improve short term absences

Contracts variations

The correct assessment and preparation for contractual variations in pay or working hours

Exiting employees and senior executives

Handling the removal of employees and senior executives covering all aspects and pitfalls of the processes from terms, procedure, risks and commercial solutions

Whistleblowing and compliance issues

Reporting compliance breaches and whistleblowing investigations and the pitfalls and processes you need to be aware of

TUPE and contract transfers

The right and wrong way to prepare and manage TUPE transfers, mapping out the process from pre-transfer assessment, to information analysis through to transfer and avoidance/reduction of liability strategies

Family friendly rights

Exploring all aspects of leave and flexible working rights and obligations that employers need to be aware of to ensure compliance and practical management strategies

Equal opportunities in the workplace

An overview of the law and employer and employee obligations for compliance and claim avoidance

Contracts of employment

We explore how we can use your terms commercially to protect your business and manage your staff positively highlighting just how useful a well drafted contract can be when you need it. This includes garden leave, restrictions, bonus and notice/termination provisions

Use of labour resources

An employment and HR guide to the creative and commercial use of labour including employees, consultants, agency workers, casual and zero-hours contracts

Management Coaching and Team Dynamics

We design and deliver training for individuals and leadership teams using psychometrics, team dynamics, coaching and development to help recruit, build and improve teams

“...the training was excellent, it helped key managers take on HR issues confidently, it worked perfectly with the complete support from BRIDGE and the team are more confident in tackling staff issues”

- Operations Manager