

Case Study: HR Consultancy



We recently supported a Construction company to manage an employment situation, following a workplace accident.



The accident had resulted in a significant ankle injury and the employee being off work on long-term sick. The employment relationship had broken down after the employee made a PI claim and the employer wrongly believed that they weren't allowed to contact the employee. Word had also gone round site, that the employee in turn was refusing to speak to the employer who at this point turned to us, as their trusted HR partner, for advice.

We were very quickly able to help, and we managed to get both parties “talking” initially via text, which whilst this may seem a small step, at the time it was a giant leap in the right direction. The employee agreed to deal with the Spectra HR Consultant, who acted on behalf of the employer and the result was that we were very quickly able to conclude the medical capability process and finish the employee due to ill health. The employee was satisfied that the correct process had been followed and did not appeal the decision.



The employer had the peace of mind they needed: they knew that we would take the matter out of their hands, manage the process correctly, keep them up to date and only refer to them when absolutely necessary.

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