



Sylvain Allaire and Tanya Sieliakus are the driving forces behind HR pros.

## HELPING BUSINESSES SUCCEED

More than 85 per cent of all businesses in Nova Scotia have fewer than 50 employees with revenue less than \$5 million.

Working with small businesses was the inspiration that led to the creation of HR

pros; a niche human resources management (HR) consulting firm.

"We're able to provide world-class, strategic HR advice and practices to small organizations who wouldn't otherwise have

access to senior level HR support," says Tanya Sieliakus, HR pros' vice-president of consulting services.

Another motivating and more personal factor behind HR pros is the desire to help grow the provincial economy.

"Nova Scotia is home," says Sieliakus. "If our economy is strong and vibrant, then our children won't have to leave to find employment. It's that simple."

Running a small business is no easy feat and once a firm hires its first employee, it has a new set of legal, labour and safety obligations to operate under. HR pros' helps small businesses negotiate these obligations.

Sieliakus says the warning signs for when a company needs HR assistance are when the owner is spending more time managing HR issues than working on growing the company's business.

When it comes to safety, the tipping point is 19 employees because a joint occupational health and safety committee and formal safety programming is required. Sieliakus says safety is especially sensitive in Nova Scotia given the province has traditionally had some of the highest workplace accident rates in the country and

### EXPLORING WORKPLACE ISSUES

On its website, HR pros (hr-pros.ca), has a blog which explores employment and safety issues.

"We look at what's going on in our local and national environment," says Sylvain Allaire, HR pros' vice-president of sales and marketing. "Our clients need to know about new and emerging HR and safety practices and issues so we blog about these."

Recent blogs include how to treat statutory holidays and an overview of what has changed in the safety environment here in NS.

the province has gotten very serious about companies' safety.

Twenty years ago, companies with access to the most capital had the competitive business advantage. Ten years ago, it was companies with access to the best technology. Today, because of complex labour market and legislative conditions, companies with solid HR practices have that advantage.

Strategic HR is crucial to the bottom line success of businesses, regardless of size.



Connecting Businesses with Their People.

### Human Resources solutions for small businesses.

- Employee Policies
- Compensation planning
- Recruitment and selection
- Occupational Health and Safety
- Career Transition
- Job Analysis & Job Descriptions

#### TO BECOME AN EMPLOYER OF CHOICE CONTACT:

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