

Kala Management Solutions has offered 'straight talking Human Resource (HR) advice' for SME's across all industries for over 10 years. If you have just 1 or up to 300 employees, we can support you.



Kala Management Solutions Ltd.
6-9 Trinity Street, Dublin 2.
T 01 619 0282 E info@kala.ie www.kala.ie



What our clients say about us



☞ Gillian really helped us in MasseyBros to transform all of our HR requirements and bring them into line with all rules and regulations. This process along with Gillian's honesty, integrity and professional approach has helped us shape a very safe and happy working environment for every member of our team. I would have no hesitation in recommending Gillian and her company Kala Management Solutions to anyone who might be looking to do the same. ☞

Robert Maguire, Business Manager, Massey Bros. Limited



☞ Kala Management Solutions provide a first-class service as our Career Coach partner. Feedback from users of the service at all levels has been consistently positive to date. Gillian is a thoroughly professional and is a pleasure to work. ☞

Neil Collins, HR Director, Saon Group which includes irishjobs.ie



☞ Gillian's knowledge and professionalism is simply second to none. If HR — and all of the above — is not your expertise, outsource and Gillian is your answer. She inspires confidence in her clients to succeed under-pinned by her strong support and direction. ☞

Deirdre Devitt, Chief Executive Officer at Novaerus at McGreals



☞ Gillian is a huge asset to the Licensed Vintners Association who heads up the HR section through her company. Gillian's work rate is second to none and is widely respected from all the major players in our industry. I could not recommend Gillian's company's services enough. ☞

Noel Anderson, Managing Director at The Bridge 1859 & Lemon and Duke.
Chair of the Licensed Vintners Association 2021/22



☞ Gillian Knight was the HR consultant in the recent merger between PIBA and IBA to form Brokers Ireland. I found Gillian to be professional and pragmatic and had a wide range of knowledge and suggestions that made it easier to find practical solutions to problems. I would have no hesitation in recommending her. ☞

Diarmuid Kelly, CEO, Brokers Ireland



☞ Gillian is an absolute expert in Human Resource Management. Her advice and support is practical and right on the pulse of what is going on in the industry. I found Gillian to be extremely efficient and generous with her time and expertise and also found the practical supports offered to be invaluable. ☞

Louise Lovett, CEO, Longfords Womens Link.



www.kala.ie



Why choose Kala Management Solutions?

We offer bespoke solutions for immediate issues while simultaneously setting up structures to failsafe the business from reoccurrence & additional risks. This is all achieved in a cost-effective & swift manner.

We design bespoke comprehensive contracts & a company handbook to ensure compliance and self-guidance for management & owners.

New Company HR Services

We offer a new company HR function set up package which will provide you with a total solution for your new company. Each set up is tailored to your needs and ensures you are compliant with Irish employment law. We offer a highly effective, great value service, which has a proven track record of success.

Redundancy Advice

We provide specialist redundancy advice, support & guidance for employers in a confidential & cost-effective manner. We manage hundreds of redundancies for clients annually.

Our forte is guiding you through the process in a stress-free & sensitive manner ensuring all parties are treated with the utmost respect and dignity throughout, thus minimising the risk of upset and litigation.

Performance Management

We provide expert, customised support, guidance and tools to help you retain, manage and motivate talented employees. You save money with improved HR processes that work more efficiently and effectively and gain added value.

Outsource HR Options

We offer cost effective outsource HR options bespoke to your need requirements. This provides you with flexibility without sacrificing quality. Our team offer you all year round support without the overhead of a full-time senior HR employee.

The Process

To achieve the above targets, we conduct a comprehensive audit of all current HR practices and systems to gain a deep understanding of your business. We advise you on the various options available to you and then design your HR function and strategy. We train management on these systems and guide them through the entire process.

Please mail info@kala.ie or call **01 619 02 82** for further details on our services and fees.

Our key Services:

- ✧ Developing comprehensive employee handbooks
- ✧ Writing contracts of employment, contractual agreements
- ✧ Outsource HR options
- ✧ Recruitment & Selection Support
- ✧ Redundancy Advice
- ✧ Manage Grievance & Disciplinary issues
- ✧ WRC Adjudications
- ✧ Settlements
- ✧ New company set up for HR