



An introduction to your HR Care Advisory Team

PENINSULA

UK

Get to know your HR Care Advisory Team

Introducing your HR Care Advisory Team and service

As part of your package, you now have access to our team of Business Partners dedicated to care sector clients.

Managing employment law matters is difficult in the care sector with all the other challenges you face. That's why Peninsula has set up a team to specialise in supporting you through these concerns.

Your new team deal with all aspects of employment law with a care slant, ensuring our advice meets all statutory and regulatory requirements regardless of whether you're based in England, Scotland, or Wales.

They're here to enhance your Peninsula service — making sure you get the advice you need as quickly as possible, with a real focus on the specific nuances and regulations you have within the care sector.



How to contact your HR Care Advisory team

When a HR issue stops you in your tracks, your Care Team is guaranteed to provide a fast response.

Your team is available Monday to Friday from 9am to 5pm, with specific times for each Business Partner. Plus, you still have access to your 24/7 advice service for any out-of-hours support.



Here's how to get in touch:

Call direct using the direct dials below. If your chosen adviser isn't available, simply leave a message and they'll return your call within 60 minutes (Monday to Friday, 9–5pm).

Or email your adviser and get a fast response within 3 hours (Monday to Friday, 9–5pm).

Got a specific Business Partner in mind?

No problem. When you have a dedicated Business Partner to a specific case, it makes sense to speak to them every time – so you'll never need to repeat yourself.

Simply use the contact details below to speak with your preferred Business Partner directly. If they're not available, we'll answer your call and get them to contact you within the 60 minutes.

Keep reading to find out more about your care team.



Meet the HR Care Advisory Team



Craig MacDonald

Team Leader

✓ Relevant Qualification: CIPD Level 7

Before joining Peninsula, Craig worked in HR for a health and social care organisation supporting adults with learning difficulties. Craig worked in partnership with the business, local authorities, Care Inspectorate, Disclosure Scotland and SSSC to ensure compliance for the business in all aspects of employment. Craig was responsible for employee relations, recruitment, and training. Since joining Peninsula, Craig has advised clients of all sizes and from all sectors and specialised within our high risk teams before leading the creation of our specialist care team.



0141 552 8300



Craig.MacDonald@Peninsula-UK.com



Monday to Friday:
8.30am-5.30pm



Melissa O'Brien

Lead Employment Law Business Partner

✓ Relevant Qualification: MSc Human Resource Management, CIPD Level 7

Melissa joined Peninsula in October 2018 as a Senior Employment Law Consultant in the Corporate team and graduated from Manchester Metropolitan University in 2010 with a Master's degree in Human Resource Management. Melissa began her career in the car parking industry as a HR Administrator, quickly progressing to a HR Advisor with responsibility for a small HR team, she has since supported many of our corporate clients including many care clients forming great relationships and gaining an understanding on not only industry specific processes but what the client is looking to achieve. Melissa has chaired various employee relations meetings across the country, provided advice and guidance to all levels from employees on the ground to Senior Director level and has been responsible for end to end case management.



0161 836 9543



Melissa.O'Brien@Peninsula-UK.com



Monday to Friday:
9.00am-5.15pm

Meet the HR Care Advisory Team



Saeidul Haque

Solicitor

- ✓ Relevant Qualification: Law LLB (Hons), Post Graduate Diploma in Law

Saeidul joined Peninsula in November 2018 after completing his Legal Practice Course. Saeidul previously worked at large legal firms in various roles and at these firms Saeidul covered numerous areas of law including property law and civil litigation. Initially, Saeidul started working at Peninsula as an Employment Law Consultant and started his period of recognised training in April 2019. Saeidul qualified as a Solicitor in April 2021 and during his time at Peninsula he has worked in various departments covering different areas of law including but not limited to:

- Employment Law/HR
- Civil Litigation
- Commercial Litigation
- Property Law
- Intellectual Property
- GDPR
- Defamation



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Saeidul.Haque@Peninsula-UK.com



Monday to Friday:
9.00am-5.00pm



Beth Doran

Employment Law Business Partner

- ✓ Relevant Qualification: : CIPD Level 7

Beth joined Peninsula in 2020. Prior to this, she began her career in HR straight out of college through an apprenticeship, and is now a CIPD graduate of Manchester Metropolitan University. Her career predominantly has been in-house, across the Healthcare and Education sectors, within the facilities management field dealing with all realms of employee relation and employment law matters from engagement to TUPE and internal management training. Beth has experience of working within regulated sectors which will be of great assistance to our care clients. Beth has spent her time at Peninsula working within the specialist High Risk Complex Case team prior to joining the Care team.



0141 429 2202



Beth.Doran@Peninsula-UK.com



Monday: 8.30am-6.00pm |
Tuesday, Thursday, Friday:
8.00am-6.00pm

Meet the HR Care Advisory Team



Daniel Miller

Employment Law Business Partner

- ✓ Relevant Qualification: First Class BSc (Hons) Business Management, CIPD Level 7

Danny joined Peninsula in September 2019 on the Advisory Graduate Programme in the Manchester office. He has successfully completed Peninsula's extensive training programme. Danny has been advising a range of clients since February 2020 and is now based in the Glasgow office. Before joining Peninsula Danny spent 2 years working in Conference and Events for a large hotel chain.



0141 221 3161



Daniel.Miller@Peninsula-UK.com



Monday to Friday:
9.00am-5.00pm



Kim Roberts

Employment Law Business Partner

- ✓ Relevant Qualification: CIPD Level 5 HR Business Management, CIPD Level 7 Award in Employment Law

An Associate member of the Chartered Institute of Personnel and Development, Kim started her career within the recruitment industry over 15 years ago gaining experience which led to positions of greater responsibility. Kim worked her way up from a recruitment administrator to consultant and then on to manager. The opportunity then arose to set up her own recruitment agency along with a colleague sharing ownership and both becoming equal directors. Within 9 months Kim had generated enough business to have 90 temporary workers out daily on contract of services. The prospect then presented to transfer the operational skills gained to the HR sector. This led to setting up a HR function for a small company, creating their employee handbook whilst managing all generalist HR duties. Since joining Peninsula Kim has successfully gained her CIPD level 7 in employment law whilst building relationships with clients from a wider range of industries and being able to advise business owners and senior managers on Employment Law.



0141 221 3161



Kim.Roberts@Peninsula-UK.com



Monday, Tuesday,
Thursday: 8.00am-6.00pm |
Friday: 8.00am-5.30pm

Meet the HR Care Advisory Team



Kinga Wawrzyniak

Employment Law Business Partner

✓ Relevant Qualification: PGDip in HRM, CIPD Level 7

Kinga joined Peninsula in 2019. She graduated in International Business and holds a Postgraduate Diploma in Human Resource Management. Prior to joining Peninsula Kinga worked for Pennine Care NHS Foundation Trust, one of the biggest mental health trusts in Manchester, working in a variety of HR and project roles. This role means that Kinga has good knowledge of the workings of the CQC and working within a regulated profession. Kinga was involved in leading on a recruitment and retention project for CAMHS services, lead on implementing revalidation systems across the trust, was responsible for providing employee relations support and training across the organisation. Kinga joined Peninsula as an HR Advisor, completed the Career Pathway Training Programme and obtained Upper Merit in CIPD 7 Employment Law Qualification.



0161 836 9479



Kinga.Wawrzyniak@Peninsula-UK.com



Monday to Friday:
9.00am-5.00pm



Michael Parris

Employment Law Business Partner

✓ Relevant Qualification: First Class BSc (Hons) Business Management, CIPD Level 7

Prior to joining Peninsula, Michael did Freelancing work covering many businesses with Employee Relations and other generalist activities, he also covered employee relations doing disciplines and grievances for a large transport organisation. However, during that time, he also worked part time for the FA and was responsible for training, development, employee relations and allocations. Within this role, Michael was also heavily involved in creating and implementing safeguarding policies. Since joining Peninsula Michael has worked closely with and grown a great bond with many of our Care clients.



0161 836 9451



Michael.Parris@Peninsula-UK.com



Monday to Friday:
9.00am-5.00pm

Meet the HR Care Advisory Team



Rhona MacFarlane

Employment Law Business Partner

✓ Relevant Qualification: BA (Hons) Business Management and HRM, CIPD Level 7

Rhona joined Peninsula in September 2019 as an Employment Law Consultant on the graduate programme. Prior to joining Peninsula, Rhona worked in the Hospitality Industry for 3 years starting at entry level and progressing to management. This experience means Rhona has a strong understanding of the HR & business challenges faced in the Hospitality Industry. Previously, she had experience working in customer services roles at John Lewis and The UK Passport Office (HMPO). She has a keen interest in all areas of Employment Law, change management and training & development. Whilst with Peninsula, Rhona achieved her CIPD Level 7 Award in Employment Law.



0161 836 9348



Rhona.McFarlane@Peninsula-UK.com



Monday to Friday:
9.00am-5.00pm



Tom Gregory

Employment Law Business Partner

✓ Relevant Qualification: CIPD Level 7

Tom has worked for the past 7 years in professional services at a management and advisory level, prior to this he worked in the hospitality industry, primarily in hotels and restaurants. Currently studying full level 7 advanced CIPD diploma, Tom uses his management experiences and academic knowledge to provide employment law advice. Tom was an advisor in the Corporate team, advising our Corporate clients including many care clients forming great relationships and industry experience.



0161 836 9547



Tom.Gregory@Peninsula-UK.com



Monday to Friday:
7.00am-3.00pm



**Please call your team and they
will be happy to help you with
any queries.**

0161 830 2546

care.advice@peninsula-uk.com





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