

HR CAN TURN A DREAM INTO A NIGHTMARE FOR ANY ENTREPRENEUR

Many dream of becoming the boss until they realize that being an employer involves administrative burdens they were not prepared for. Hiring great staff is difficult enough, but understanding and complying with the rules and regulations of the Employment Standards Act, Ministry of Labour, and the Canada Revenue Agency quickly became overwhelming for one budding restaurateur.

THE PROBLEM

- ▶ Lack of knowledge how to put together an employment agreement that addressed both the employer's and employees' best interests while maintaining government compliance.
- ▶ Keeping up with the legislation involving overtime rules, statutory holiday pay, and vacation pay, and ensuring they are consistently correctly calculated.
- ▶ Not knowing what to do when an employee quits or is terminated – what steps does the employer need to take to avoid possible future legal or regulatory trouble?



Opening up my own restaurant seemed like a natural progression from manager to owner. I loved the scheduling, the food and the atmosphere but when I realized the administration needed to hire staff and keep the business compliant with all the government red tape, it left me frustrated and procrastinating.

THE SOLUTION

To address these employer frustrations, The Payroll Edge:

- ▶ Provided an employment agreement template that met all employment standards legislation as well as the needs of both the employer and employee, and will provide ongoing revisions as regulations change.
- ▶ Provided onboarding support so both the employee and employer understand their rights, job description, compensation and benefit details.
- ▶ Took on the role of payroll administrator ensuring that all employees are paid correctly and all employer taxes are correct and remitted on time.
- ▶ Provided a Health and Safety Manual compliant with all current rules and regulations, and performed an onsite audit to ensure all the necessary posters and notifications were placed correctly.

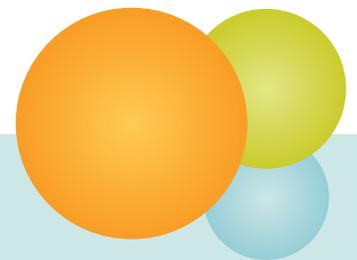
By providing outsourced HR and payroll expertise, The Payroll Edge removed the obstacles that were holding this budding entrepreneur back from moving forward with his business.



When I partnered with The Payroll Edge I was able to concentrate on the parts of my business that I loved and left all the rest to them. It really is a win-win situation.

– Harold Cruise, Restaurant Owner

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