

There's no obligation, you know. Explain to you how we can help talk about what you've got in place. Just know you might have nothing in place. Just know everybody's definitely and don't feel that, you know, this is for big organisations.

No, it's, you know, we help people start up from contract handbook policy right through to deal with a scenario or whatever else. So it really is across the board and as a valued member, you have access to our HR, Health and safety advice line. So please use it, I mean genuinely please use it now the the advice line for you guys is the the 9:00 to 5:00 one and.

So you can get advice within that time and you've got a a number to quote there.

If you want more than that, then we can talk to you about that and how it's working. All the rest of it, but you have access to this anyway, so genuinely give them a phone, have a chat. I can't. I recommend it enough.

That was helpful.

And I'll breathe.

Becci Bailey

11:01

I realised when Mike was off. No, that's been absolutely fantastic. Thorough. Thank you very much. I think hopefully that's given the guys attending something to think about because I know many lot many of our Members are perhaps small, small teams with maybe one or two. But it's interesting that it will apply to them as well. So yeah really useful. And just before we.

Log off some consciousness out. Any questions at all.

I mean, obviously citation will be available after the event. If you want to contact them, we've got phone number, we've got, you know, e-mail contacts. So I can certainly circulate that out. So if anything comes comes to mind afterwards, then you'll be able to get in touch.

So I don't think that sorry go.

Flora Neville

11:02

Yeah. And I would, sorry, I was just going to say I would echo that. You know, even if it's something pretty trivial, don't feel it has to be something major or people was like, oh, don't worry that that's that's what the guys are there to do. Honestly. I mean, phone them for anything, you know, see, you know, do you need this policy? I've got this in

place, is it sufficient or anything like that is key, you know where to start with a harassment policy or whatever it is.

Becci Bailey

11:02

Perfect. Perfect. Yeah, we've already had a couple of people saying what a fantastic presentation it was. And thank you. So yeah, really, really, really valued. Thank you very much. I don't think there's any questions. So I think we'll, we'll leave it at that and go and have a drink.

Flora Neville

11:02

Yeah.

Rebecca Marriott

11:02

Thank you, Flora. Thank you, Ian.

Becci Bailey

11:02

All right. Thanks ever so much, everybody. Bye, bye bye.

Iain McGleish

11:02

Thank you.

Flora Neville

11:02

Thanks guys. Have a good day. Bye bye.

Rebecca Marriott

11:02

Take care. Bye bye.

Iain McGleish

11:02

Thanks.