WORK, ADVISED.
Practical HR. Principled advice.

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SERVICES & RATES

Senior HR expertise, sized to your team and priced with no surprises — from a single conversation to a standing seat at your leadership table.

Based in Sarnia-Lambton and serving organizations across Southwestern Ontario and anywhere in Canada — delivered virtually, in person when you're nearby — with fluency in employment standards across every province and territory.

MONTHLY PARTNERSHIPS

HR Essentials
The steady hand.

$1,700 /mo

10 hours / month

For teams that need HR handled quietly and correctly in the background.

HR Partner MOST POPULAR
In it with you.

$2,850 /mo

18 hours / month

For teams actively hiring, growing, and managing day-to-day change.

Fractional HR
A seat at the table.

$3,750 /mo

25 hours / month

For teams that need senior HR strategy and a seat at the leadership table.

Founding clients lock their rate for 24 months.

Commitment discounts — 5 / 10 / 15% for 3, 6, or 12 months.

Full comparison of every tier on page 2.

ALSO AVAILABLE

Ad hoc / hourly
$225/hr

One-off questions, projects, and specialist work.

Project-based
Quoted to scope

Audits, handbooks, workshops, manager & executive coaching, and speaking engagements.

On Call
$495/mo

Quick questions by email or text (under 15 min) — up to 10/month.

START HERE

$750–$1,500 each

HR Health Check
Compliance, policy, and employment-standards review, with a one-page action plan.

People & Culture Health Check
Culture, engagement, and leadership — where your people thrive or strain.

Each Health Check is credited toward your first month when you start a monthly partnership — not combinable with prepay discounts.

Workplace Health & Safety
Quoted to scope

Advisory & program build — a highlighted specialty.

- Full H&S review & compliance gap analysis
- Striking your Joint Health & Safety Committee
- Meeting cadence, terms of reference & minutes
- Workplace inspections & safety-check routines
- SDS / WHMIS manuals & documentation
- Building a lasting culture of safety

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WHAT EACH PARTNERSHIP INCLUDES

	HR Essentials $1,700/mo	HR Partner MOST POPULAR $2,850/mo	Fractional HR $3,750/mo
Hours included / month	10	18	25
Policy & compliance upkeep	✓	✓	✓
Monthly strategy check-in	✓	✓	✓
Priority advisory (phone & email)	✓	✓	✓
Hiring & recruitment support	—	✓	✓
Performance management	—	✓	✓
Manager coaching & development	—	✓	✓
Workplace investigations *	COACHING	COACHING	CONDUCTED FOR YOU
HR strategy & workforce planning	—	—	✓
Seat in leadership meetings	—	—	✓
Quarterly leadership reporting	—	—	✓
Direct line during business hours	—	—	✓

*** Workplace investigations.** On HR Essentials and HR Partner, Daniel coaches the leader running the investigation through each step; having Daniel conduct it is available as an add-on. On Fractional HR, Daniel conducts the investigation for you.

READY TO BEGIN?

Book your free intro call

Scan the code, or visit workadvised.com/contact and tell me a little about your team.

SCAN TO BOOK

All prices in Canadian dollars, plus HST. Retainers are month-to-month with 30 days' notice to change; unused hours carry over one month (up to 20%); extra hours billed at $150/hr; travel for in-person visits billed at cost.

DISCLOSURES

Advisory services, not legal advice. Work, Advised provides HR and workplace health & safety advisory services. All guidance is general in nature, is not legal advice, and is not a substitute for advice from a qualified employment lawyer.

Employer responsibility. The client retains final decision-making authority and remains legally responsible for compliance with all applicable employment standards, human rights, privacy, and occupational health & safety legislation in their jurisdiction.

Health & safety. H&S support is advisory and helps establish good compliance practices; it does not assume or transfer the employer's legal duties or due-diligence obligations under applicable law. Work, Advised is not a government inspector or certifying body.

No guaranteed outcomes. Services reflect current best practices and legislation but do not guarantee any particular result, inspection or audit outcome, or immunity from claims, orders, or penalties.

Jurisdiction & currency. Employment and health & safety laws vary by province and territory and change over time; advice reflects the law in effect and the information provided at the time of service.

Engagement terms. All rates are in Canadian dollars, plus applicable HST, and are subject to change. Each engagement is governed by a written services agreement, under which Work, Advised acts as an independent contractor.