



HR help – young entrepreneur John Moody has tapped into more than 50 years' experience garnered by his parents Tracey and Andrew to help develop In-House HR.

New HR app for vehicle repairers

In a scene reminiscent of one played out on the popular *Dragons Den* TV show, young entrepreneur John Moody was struck by his lightbulb moment after hearing his parents discuss the frequent challenges they face as human resources and legal consultants to many vehicle repairers.

Realising that they were regularly dealing with similar issues in their respective roles in HR and as a lawyer, the 20-year-old has created a solution specifically for the benefit of small and medium-sized vehicle repairers.

Moody, who is studying an HR management qualification, created the bespoke online platform for all HR and employee management in the industry, with a subscription-based model that has been developed to provide instant support to repairers who do not have the resources available to employ a full-time HR professional.

In-House HR provides advice and guidance to enable repairers to comply with the ever-growing legal demands, such as GDPR, and quality standards like BS 10125.

Moody has called upon almost 50 years of knowledge and experience from within the bodyshop environment. Mum, Tracey, is a human resource consultant with a raft of seasoned repairers in her client portfolio, while dad, Andrew, is well-known in the industry as the panel beater who retrained to become a barrister and solicitor and formed Retail Motor Law to help repairers.

"While HR and employment law can be complex," said the younger Moody, "in reality it doesn't need to be

so. Mum and dad regularly find themselves spending a lot of time answering similar questions or calls for help and guidance. Their expertise and specialities will always be needed, particularly with more complex issues, but a great deal of the problems experienced by repairers are similar and can be resolved by In-House HR.

"I have designed and built a user-friendly system providing a central source of information including a library of template letters and documents such as employment policies, contracts of employment, and procedures for disciplinaries. These documents are essential to underpin a business' HR and they can be stored centrally in the employee's electronic personnel file."

He added: "It is concerning that repairers still do not appear to fully grasp the impact of data protection laws. For example, many repairers continue to use a holiday wall planner which can be found hanging on countless office walls across the country. Displaying holiday records or sickness records, alongside employee names and data, can potentially breach GDPR. In-House HR includes a bespoke paperless employee time-management system which confidentially records absence, lateness, registers sick leave and manages holiday requests, making absence management easy and allows repairers to comply with GDPR."

Initially rolled out to the vehicle repair sector, Moody plans to offer additional tailored versions of the application to other industries. For more information, visit www.in-househr.co.uk.