



AN INTERVIEW WITH...

Pete Mills,
Managing Director



ABOUT PANTERA

Pantera is the leading carpentry and joinery contractor in London and the South East. Working on prestigious residential, commercial, educational, and leisure projects, the multi-award-winning business has established a reputation for delivering high-quality work and first-class client service.

Integral to Pantera's success are the company's apprenticeship schemes and graduate and senior management development programmes which have contributed to producing a highly trained workforce.

“Tash helps us understand what our legal obligations are – and what it’s possible to achieve just by sitting down and having a conversation.”

“Having experienced significant business growth, we found that the employment law advice service we’d relied on for many years was no longer able to provide us with all the HR guidance and support we required.”

The challenge

“Our HR requirements have changed as our business and workforce have grown exponentially. While our HR subscription service was still useful for queries relating to junior staff and apprentices, we recognised that we needed help implementing the advice provided. In addition, the service was not robust enough to support our needs in relation to senior staff.”

“Pantera’s rapid scale-up meant that the business also needed help with HR training, and with updating our policies and processes. It was clear we needed to bolster our HR resources in line with our expansion.”

Working with Organic P&O Solutions

“Organic P&O Solutions’ input has been crucial in helping us manage the HR challenges that have come along with our business growth. Tash supplements the support we get from our HR subscription advice service, and adds a further level of depth to it, helping us understand and implement the guidance we receive.”

“Tash has been instrumental in helping us develop employment contracts that address the fluctuating

workflow typical of our sector; balancing the flexibility we need while ensuring contracts remain fair and attractive for employees. She’s helped us get our HR policies in place and put them into practice so we’re fully compliant, and has run training workshops in skills including interview techniques to help us make better recruiting decisions.”

Going the extra mile

“When I needed to recruit a Personal Assistant, Tash worked with me to create a profile of the ideal candidate. It really helped our focus throughout the process, and the eventual appointee fitted the criteria Tash had set out exactly!”

A great result

“Having Tash work alongside Pantera lends us a level of HR professionalism not normally found in a business of our size. Being seen to invest in people shows our team how much we appreciate and value them, and elevates our reputation as a good, caring employer, helping differentiate us from our competitors.”

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