

HERITAGE BRANDS

Calvin Klein

TOMMY  HILFIGER

speedo 

PVH

As one of the largest global apparel companies in the world, PVH is home to some of the most famous brands in fashion including Calvin Klein, Tommy Hilfiger and Speedo. Previously, PVH's UK & Ireland division experienced ongoing difficulties with employee relations (ER) issues that was seriously costing the business in terms of time and budget.

The Challenge...

As PVH's current Head of HR for UK & Ireland, [Yolanda Wijesinghe](#), explains:

“ We have the same challenges as most retail businesses, having to deal with ER and thinking in terms of value and making sound commercial decisions. ”

According to Yolanda, previously there was no ER strategy or solutions in place to deal with people issues. As a result, it was a challenge to change the way the team worked, especially since they were firefighting a constant wave of HR issues, which itself led to problems:

- There was a persistent need to turn to expensive specialist employment law firms to deal with arising issues
- Such issues were taking longer than necessary to shut down, taking up valuable senior management time and effort

The foremost effect was that the HR team's time and effort was taken away from the key strategic activities valuable to the wider business, simply because ER issues were not being dealt with quickly enough. The rocketing cost of specialist employment law advice from traditional legal firms was severely impacting the HR team's budget. In the four months previous to moving to ESP, the company had spent €50,000 resolving an employment law issue.



The Solution

When Wijesinghe joined PVH, she brought in ESP to give her HR team immediate access to specialist employment law solicitors who have now grown to know and understand the unique challenges facing PVH. From this, ESP have been able to offer tailored advice, specific to the pressurised environment of retail.

In addition to the full suite of online HR documentation and resources, the move to **a fixed price annual subscription for unlimited operational advice, instantly slashed the cost of high quality specialist employment law advice, while improving capability within the HR team.**

Since working with ESP, the focus of the PVH HR team has switched from transactional to strategic. In the wider company, the HR team is now showing the business what it can do by serving the stakeholders better.

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The advice we used to receive was rarely commercial. Previously, we spent a lot of time, effort and budget on dealing with ER issues; now we don't because we're with ESP. They are able to give us super commercial advice which ensures positive results that are felt across the business.

It has transformed the HR function and this has made an impact on the business. We are able to capitalise on the time saved to do the projects we knew would make a difference. The wider business is already recognising this.

There is another happy by-product of our relationship with ESP. Speaking to our own dedicated employment lawyers is good exposure and experience for the HR team; it has been excellent for their professional training and development.

Yolanda Wijesinghe, Head of HR UK & Ireland, PVH



- 30,000 associates
- 40 countries
- \$8 billion revenue (2014)

The HR Legal Service Difference

Every day, businesses like yours find HR Legal Service gives them so much more:

- Unlimited specialist employment law advice, tailored specifically to your business needs
- Instant online access to a wealth of legally compliant, up to date HR and employment law documentation
- A dedicated legal advisory team assigned to you, including two practising employment solicitors as a minimum
- Full control of budgetary resources with low, fixed annual subscription



Hundreds of companies have already woken up to **“The HR Legal Service Difference”**.

Discover how we can help you make a serious commercial difference in your organisation by speaking to one of our team now on **+44 (0)333 006 2929** or **contact@hrlegalservice.co.uk**

The HR Legal Service Team

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