
CANADA • EMBEDDED HR • HR COST

Embedded HR & HR Cost

An HR compliance desk inside your business — at a known cost.

For Canadian employers who need real HR capacity without a full in-house team, 1205 runs an embedded HR compliance desk and makes the cost predictable.

WHAT THE EMBEDDED DESK COVERS

- Day-to-day HR compliance, policy and handbook upkeep
- Manager support and employee-relations triage
- ESA, Human Rights Code, and AODA alignment
- Investigation readiness before a complaint becomes a crisis

HOW HR COST IS STRUCTURED

- Project and advisory work — from \$3,000–\$8,000 / month
- Embedded HR desk — \$8,000–\$22,000 / month by scope and headcount
- Hourly specialist support — \$150–\$300 / hour

WHEN IT FITS

- Roughly 50–500 employees, no senior HR leader in the seat
- Growth, risk, or a compliance gap that needs an operator now

Boundary: 1205 provides HR and operating support. 1205 does not provide legal or tax advice — legal questions go to employment counsel and tax questions to a CPA.