

**Fiona Sinclair**  
**HR Consultant**



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**Education**

**Portsmouth High School for Girls, Portsmouth  
Reading University**

Fiona graduated in Chemistry and Food Science, a far cry from the role of HR Consultant that she now holds. Fiona spent her first 5 years of employment with Nestlé in a variety of roles throughout the UK then, after a year spent travelling in Australia and Africa, returned to London to become a Management Consultant for a niche consultancy specialising in HR.

In 2001 Fiona moved to Wales and jointly set up Blue Apple HR Solutions Ltd to provide an outsourced HR consultancy service to SMEs. Initially focusing on clients in South Wales, the company grew to take on clients across Wales and in Birmingham, London, Bath and Oxfordshire.

In December 2006 Fiona joined forces with Darwin Gray to set up the HR Consultancy department, such that a unified HR and employment law advice service could be

provided to clients through one point of contact. She is a competent trainer and facilitator.

Fiona's work includes conducting disciplinary and grievance investigations, hearings and appeals, advising on performance management, sickness absence and capability, drafting policies, procedures, handbooks and letters, undertaking consultations on redundancies, transfers of undertakings and changing terms and conditions. Fiona works closely with the team of employment lawyers, while also managing Darwin Gray's internal HR function.

**Memberships**

Chartered Institute of Personnel and Development

**Personal Interests**

Aside from gardening, Fiona's main passions are cooking and eating in equal measure, which she sensibly balances by playing badminton in the Cardiff & District league, captaining the ladies team of her local club.