

Protect & propel your business with outsourced HR by HR People Support



**HR PEOPLE
SUPPORT**

Your trusted, outsourced HR Partner

HR People Support provides cost effective HR expertise to help businesses to thrive. We work flexibly, either on a one-off project, or retained basis and enable clients to gain business advantage, as a result of an effectively managed, motivated and engaged workforce.

Our clients benefit from the confidence and reassurance of having experienced HR experts on hand, when they're needed, to deal with employee issues before they become a problem. We get to know our clients, their business and enable them to improve their overall business performance, whilst motivating and developing their most important resource, their people.

We offer a full HR Consultancy service, covering all areas of HR and people development, including:

- Company policies, practices & procedures
- Employment law advice, contracts, employee benefits, changes in terms and conditions
- Recruitment & onboarding
- Performance management & appraisals
- Team building, training & development
- Team / organisational restructuring
- Mergers, acquisitions & TUPE
- Employee data handling & GDPR compliance
- Redundancies
- Misconduct, disciplinaries & grievances
- Employment tribunals
- Dismissals & terminations

Key benefits of outsourcing your HR include:

- ✓ Confidential, objective advice, based on HR best practice
- ✓ Access to specialist knowledge, at the right level of seniority to meet requirements
- ✓ Adherence to industry HR best practice, whilst ensuring you are meeting all HR legal requirements
- ✓ Flexible solutions, so you only pay for what your business needs, without having to increase headcount / employ permanent HR staff
- ✓ Time savings, to enable you to concentrate on growing your business, instead of dealing with staff issues

And with our retained package, you benefit from:

- ✓ Unlimited access to our dedicated CIPD qualified HR consultants, by telephone and email
- ✓ Peace of mind knowing that whatever problems arise, expert, professional HR advice is available
- ✓ Ongoing HR compliance and meeting new legislative requirements, as changes occur
- ✓ HR data management solutions, enabling controlled access to employee data, supporting GDPR compliance
- ✓ Elimination of stress and exposure to risk, for your business



The following case studies show examples of our client partnerships and how we help clients manage their employees and support their business' ambitions

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"In my 26 years experience, the best discretionary spend I've made is with HR People Support. Any business with staff needs support from time to time. Knowing that it's there, it's prompt, easy to understand and fully answers my questions, is a wonderful comfort. Over the years we've experienced a good number of issues, all needing a professional response. On every occasion HR People Support have been superb in every respect. The cost is modest, which helps. Any business without such professional support is potentially riding for a fall, which in our opinion is a horribly false economy."

Anthony Pilkington
Managing Director
Book Check



Aspirations is a financial advisory business working across Bristol and the South West, providing a breadth of financial advice to individuals and other businesses. Aspirations were our first client when we started out 3 years ago. Over the course of the relationship, both businesses have grown substantially and both have sought opportunities to expand through merging with similar, complimentary businesses.



The directors of Aspirations looked to HR People Support for help with managing their HR issues, initially focusing on contracts and policies. They wanted advice to handle staff issues, ensuring full compliance with legal and best practice requirements, in order to avoid any potential risks to the business.

From there, the relationship has grown, with the financial services company becoming a retained client. Aspirations were keen to work with us on a longer-term basis, to take control of their employee life cycle and to formulate and implement a

framework of compliant HR structures and processes. We have been working together proactively to create and maintain an engaged, motivated and productive employee base, who are consistently developed and invested in, to support the continuing growth of the Aspirations business.

HR People Support's focus on both processes and structure has meant solid foundations are now in place, to allow Aspirations' directors to spend more time dedicated to growing the business, rather than managing internal matters. Aspirations started out 3 years ago with a team of four and with organic growth and a number of acquisitions, the firm has grown to a headcount of twenty three. Like many businesses, during this unprecedented and challenging time, Aspirations has also navigated the challenges of working remotely, as well as an office move during the pandemic. In addition, the pandemic has meant having to manage increased sickness absences, as well as an element of staff attrition and the onboarding of new staff, whilst continuing to increase turnover and grow.

Having a focused HR partner has offered peace of mind, from the dedicated specialist resource, when and where it has been required, enabling time saving and ultimately resulting in cost savings, across the business.

"Having been managers/directors in Financial Services for many years, we have built up a wealth of experience in HR issues. However, we're not experts and in order to ensure we consistently comply with HR legislation, we looked to HR People Support for their specialist expertise. Now we have the peace of mind that comes from knowing everything is as it should be and will continue to be so. In addition to which, working with HR People Support saves us several hours every week, time we can spend on improving and growing Aspirations."

Andy Harris, Commercial Director





Find out how we can help your business to thrive. Simply contact the team at HR People Support to arrange a free, no obligation consultation - telephone us on 01242 254466, email us at team@hrpeoplesupport.co.uk or visit: www.hrpeoplesupport.co.uk