

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, disciplinarys & 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





HR People Support have been working with Randall & Payne for a year and a half, partnering with the Cheltenham based, independent chartered accountants, business advisors and tax specialists, through a challenging and yet exciting period of transition and growth.

Over the duration of the relationship, Randall & Payne's business has changed and evolved, partly due to the impact of the Covid pandemic and a move from an office-based business, to a more flexible organisation, with people able to work remotely. The business has also grown, from 47 to 60 employees, with the acquisition of another complementary practice in Gloucester.

The firm had the opportunity to grow through a merger and were looking for HR expertise and support to manage the joining of the two organisations, to ensure the entire process was well managed and staff were transitioned into one business smoothly and compliantly. HR People Support were at the centre of the TUPE (Transfer of Undertakings (Protection of Employment) Regulations 2006). We were on hand to ensure full legal and compliance requirements had been fulfilled, handling the end-to-end transitioning of staff, through to undertaking a full contract review across the business.



"HR People Support were not only able to advise on the TUPE rules but provided welcome assistance during consultations and never overlooked the human aspect of what can be an unsettling situation."

Tim Watkins, Managing Partner

HR People Support have also provided ongoing HR support on a retained basis, focusing on the day-to-day queries that arise and providing best practice advice, through avenues such as recruitment and internal policies. Also, as a supplementary service, we have offered mentoring and support to the firm's HR Coordinator, to help their level 3 CIPD studies.

We have been working to support the business through challenging situations, achieving a successful outcome for both the business and the individuals involved.

Throughout the TUPE transfer, the aim was to ensure that staff were transitioned into the business smoothly and according to all relevant legal requirements, ensuring their contractual rights were protected, whilst working to the TUPE legislation. We worked to deal with queries quickly and concisely, allaying any concerns or worries about the impending changes in employer and proactively communicated to all parties to make the process as transparent as possible. In addition, we provided immediate and accurate documentation, alongside the consultation process, contributing to the communication provided to all staff.



"Engagement is high on our list of priorities and we were pleased this ranked highly with HR People Support too. They made the journey for our new staff simple and straightforward whilst at the same time ensuring compliance and we would certainly recommend their services to others."

**Tim Watkins
Managing Partner**



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