

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



For two and a half years, we have been working with Traffic Group Signals, part of The Traffic Group, a collective of specialist technology innovators in traffic management solutions, whose aim is to improve the world's traffic and travel systems. The company manufactures the most advanced portable and temporary traffic signal products.



HR People Support were brought in as HR partner to provide advice and to help the company manage its employees in a period of transition. The group had evolved, with three companies merging and HR People Support have been working with the leadership team to bring the companies closer together, facilitating a harmonisation of terms and conditions, implementing a HR system, a restructure to aid the creation of a coherent culture and greater synergy across the organisation.

“HR People Support were recommended to us and Chris and the team have been able to provide a service which meets all our needs, including managing employee engagement and strengthening culture across the Group”. Esther Bell, Management Secretary



Part of this work, was the design and introduction of a new pay and banding framework, to add clarity to the organisation. We have also bedded-in a competency-based appraisal system, aligned to the company's values and objectives. This has enabled greater transparency and given clarity to the company's hourly paid employees. Within the clearly defined structure, staff understand the level of their role, opportunities for future progression and their position within their current pay band and the requirements to move up. We have also delivered a programme of team leader training, which has established a universally understood benchmark, a platform and set of expectations, for the team to work from going forward.

“Helping us introduce a new pay and banding framework, across the Group, has meant better cohesion between the Group companies, as well as providing employees with a clearer understanding of how their growth and progression will be managed within the business”. Esther Bell, Management Secretary

In addition to structural HR input, we have worked on specific issues, providing advice and consulting on disciplinary situations, redundancy and cases of long-term sickness. By following a robust process and acting within the legal framework, we have enabled the management to handle changes and deal with employees fairly and appropriately, in order to avoid any subsequent issue. Leaders have taken required action with reassurance and confidence ensuring situations have been tackled quickly and effectively, in the long-term interests of the business.



“We have always found HR People Support's guidance and advice invaluable. They always listen and consider our input before making decisions which is important. We would definitely recommend them as an HR service provider as they are able to deliver the best possible service across all levels of the organisation”.

Esther Bell, Management Secretary



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