



Jude Read

— HR CONSULTANCY —

Jude Read HR Consultancy

COMPANY PROFILE



Providing a **flexible approach** to your business HR needs

Human resources also termed HR is the management of employees within an organisation to help them perform a function. In a more human way it's making sure your business is looking after your employees, ensuring that they are happy and maximising their potential and in turn increase your business productivity. If you're new to HR then this can be a very daunting prospect, especially as there are lots of employment laws and regulations, that you, as a business owner must comply to. If you're asking yourself where do I start? Or perhaps finding you don't have the time, then we can help. It might be time to consider outsourcing your HR.

The Benefits of Outsourcing HR

There are many reasons for outsourcing your HR requirement, outlined below. Whilst there may be a specific reason, usually to save money, you will see that outsourcing your HR can be the gift that keeps on giving.

Frees your company to focus on what's important for your core business

HR will not directly sell or produce anything but still demands time and resource, therefore any time spent focusing on HR could be taking you

away from your core business. By outsourcing this function, it can help increase the productivity of your business by freeing the time spent on HR matters.

Saves Money

The cost of outsourcing your HR is significantly less than hiring a full-time HR professional, so smaller businesses can benefit greatly from this cost saving yet still benefit from the knowledge of an HR specialist.

Compliance

Being a small business understanding employment law and ensuring that you are following it can be quite overwhelming. If you don't have a HR team you may not be compliant. By outsourcing your HR you can stop worrying about employment law and leave it to the experts.

Jude Read HR Consultancy – Retained Services

When you need HR consultancy & advice services, we will be here for you by offering a tailored solution to suit your requirements. We will either act as your HR expert or be there to complement your own HR department.

“As the owner of Jude Read-HR Consultancy I have encountered many businesses that have failed to secure good HR foundations in their policies, procedures and manager training, this may be because of time, resource, finances or simply not realising their business has grown to a size where it requires a structure to be implemented and supported by robust HR procedures.”



Retained HR

This is a great option for employers that don't want or need a full time HR manager.

What you will get:

- A dedicated, experienced and qualified HR Consultant for a fraction of the cost of an HR Manager
- A retained HR service that is reflective of your HR needs providing you with complete value for money
- A consistent HR service with no repetition of the case details each time you call about a HR case
- A proactive, commercially and strategically focused HR professional
- There's no automatic tie-in after your 12 month contract expires
- One on-site consultancy day and a 15% discount for additional consultancy days as required. These can also be factored into the cost if you wish.
- Provision of HR documents or an audit of your own
- Continued legal compliance of your HR documents
- All template letters relevant to HR advice given which can also be completed for you
- Unlimited HR advice incorporating legal compliance and best practice
- Monthly newsletters advising of topical HR news and potential changes that could affect your business
- Increased business efficiency
- Increased time for you and your key managers to focus on their roles
- Reduced costs relating to absence and turnover
- Your HR Consultant will contribute to providing your business with a competitive advantage over your competitors

HR Project Management

Our HR Consultants have vast experience of HR project management and you will benefit from their expertise and knowledge.

You can use our services for complete hands on HR project management or purely for advice throughout the process. We also provide you with the relevant documents and will deal with relevant parties to the project on your behalf, such as Trade Unions.

We are specialists in business mergers/ acquisitions that result in a transfer of undertakings or service provision change. TUPE is a complex area of law and essential to get it correct.

We quite often manage small and large scale (collective) redundancies, our most recent was a site closure in the UK of a multi-national company. We had the extra consideration of time zones when dealing with the VP of HR in Canada and the president in Europe.

We also provide an itemised statement of activities to account for the time we charge you.



Potential Savings

= £35kpa

Research by the Chartered Institute of Personnel and Development (CIPD) reveals that just 29% of micro companies (under 10 employees) and only 47% of small businesses (10-50 staff) have just one person in an HR role

What is an HR professional?

1. Qualified and experienced expert body of knowledge
2. Societal and ethical responsibility
3. Situational judgement
4. Strategic partner
5. Risk manager

The national average salary of a HR manager is

£40k pa

Potential benefits

- Reduced costs
- Reduced risk
- Increased flexibility
- Increased efficiency
- More strategic HR function
- Increased speed of response to HR issues
- Access to up to date HR expertise

Outsourcing prices start as low as

£5kpa

Latest Employment Tribunal Awards Statistics

Average UNFAIR DISMISSAL award £13,851

Highest **SEX DISCRIMINATION** award - a whopping £1,762,130

Significantly more UNFAIR DISMISSAL compensation awards were made than **DISCRIMINATION** claims

Does your organisation outsource more or few HR services than it did 5 years ago?

29% more, 19% fewer, 47% about the same, 5% not sure

In a recent poll 30% of their readers said that outsourcing HR tasks freed up their HR team to work more strategically

'Manufacturing is increasingly likely to be sent to China - but HR tasks tend to stay relatively local'*

*in people management, Dec 2016

