

Fresh

Human

Resources

# Fresh Human Resources

HR Outsourcing



# why outsource HR?

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## Top Ten Reasons...

- no human resources presence
- limited time for employee management
- issues of recruitment and retention
- increased credibility for you as business owner
- improved employee engagement and loyalty
- personal, bespoke service scalable as your business grows
- improved employee performance around a structured framework
- on site support as needed
- on demand employment law advice
- a fixed cost affordable solution



# outsourced services

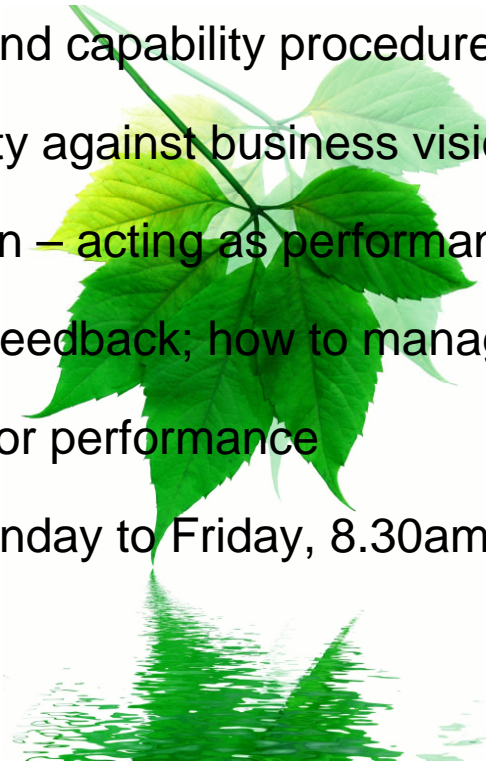
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## Support and Guidance

- continuous review of contractual terms
- advise and update mandatory policies
- process review – objective setting, performance review process
- manage disciplinary and capability procedures
- measure skill capability against business vision and goals
- reward and recognition – acting as performance motivation
- self assessment and feedback; how to manage
- one to one coaching for performance
- telephone support Monday to Friday, 8.30am – 5.30pm



# additional services

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## Project Based

- Creation/updating of contracts of employment
- Production of company handbook and associated policies
- Business restructure advice, documentation and process management
- Skill based group workshops (ie. time management, delegation, presentation skills, managing performance appraisals etc)
- Design and production of job evaluation and grading systems
- Sales and business development training
- Recruitment campaigns, including interview and offer management

\*at fixed price cost based on scale of project



# how do we work?

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- build initial relationship with business owner/sponsor
- understand business plans and growth strategy
- audit existing systems, processes and ways of working
- provide all relevant documentation
- design bespoke processes (ie. performance review systems)
- on site presence and support for implementation
- work with existing culture and environment
- flexible approach to client management and business support
- pragmatic and workable solutions – avoid complex methods
- open, honest and adaptable



# contact details

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