



- Business and people development strategy
- HR, Health & safety, legal compliance & risk management
- Employee satisfaction and workplace culture
- AI-driven HR management software for greater efficiencies

What we do (in a few words)...

Simple. We help you:



Sleep soundly at night, reassured that all your compliance needs are fully managed.



Operate efficiently by implementing new structures and harnessing technology to optimise HR processes.



Take pride in going to work, knowing you've fostered a thriving and positive workplace culture and are recruiting and retaining top talent.

How we do it (in a few words)...

By bringing together three foundational elements of HR and People Development:

Legal compliance: Protecting your organisation from costly legal disputes and penalties and saving you unnecessary stress.

Business and people development strategy: Helping to answer key questions like “What do I need to grow my business?” Ensuring you have the “right people on the bus” and have the best and most efficient systems in place.

Employee satisfaction: Boosting business success by capitalising on the proven connection between profitability, customer loyalty, and employee satisfaction.

Our services (in a few more words)...

HR, H&S and legal compliance: to help you avoid costly legal disputes and penalties: Drafting contracts and policies in compliance with UK employment law; managing disciplinary and grievance processes; non-compete clauses and cease-and-desist orders; GDPR oversight; ASA and PECR Marketing and communications compliance.

Workplace mediation: Facilitating swift resolution of workplace conflicts to achieve the best outcome for all parties and get employee relations are back on track.

Cost efficiencies: Pinpointing inefficiencies, proposing and implementing, alternative staff structures. Harnessing HR technology solutions to optimise processes, such as performance management and payroll, reducing admin costs.

Recruitment and retention strategy: Helping you attract and retain top talent to drive sustainable growth for your business, while reducing the costs tied to recruitment and employee training.



Legal and Compliance

Compliance and policies health check

Complete compliance health check, providing you with a written report of policies and processes that your business requires.

Contracts, policies and handbooks

Working with you to provide contracts, policies and employee handbooks, bespoke to the unique needs of your business and your workforce.

Health & Safety policies

Providing you with H&S policies and Risk Assessment templates to help ensure H&S compliance



Legal and Compliance

Legislation updates

Written updates of new legislation or best practice that may affect your business and updated policies as applicable.

TUPE transfer support

Support with inward and outward TUPE transfer, including compliance, internal communication and contracts

Contract and settlement negotiation

Legal advice, onsite support with managing or mediating meetings and communications with your employee on your behalf, as required.

Safer recruitment package

Full support on safer recruitment for schools and organisations responsible for children and vulnerable adults, Package includes, policies, document templates, and safer recruitment planning from advertisement through to appointment

A hand is holding an orange speech bubble. Inside the bubble, the text "JOIN OUR TEAM" is written in bold, black, uppercase letters. The bubble has a small tail pointing towards the bottom left.

**JOIN
OUR
TEAM**

Talent Acquisition and Recruitment



Job Posting and Advertising

Salary benchmarking

Salary benchmarking to determine the right salary or band for new or existing employees

Job descriptions and person Specs

Support with drafting job descriptions and person specifications and job advertisements.

Selection and interview support

Bespoke interview schedules & workflow charts taking you through the process from advertisement to appointment.

Onboarding support

Appointment letters, contracts, policies and handbooks for new employees.

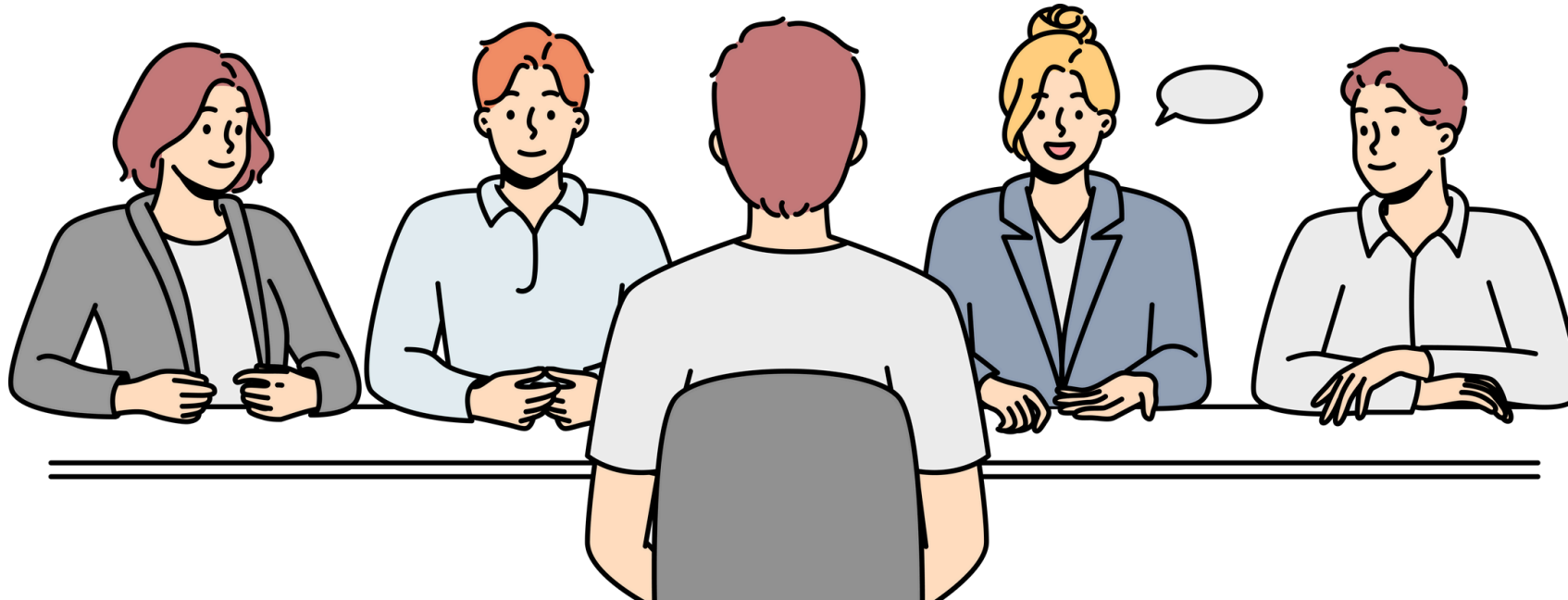
Candidate Screening and Interviewing

Onsite interview panel support

We will attend interviews for high level appointments, to moderate and ensure a fair and effective process..

Recruitment development strategy

Strategic support on talent development and external recruitment needs, including succession planning, and business expansion analysis.





People Management



People Management

Absence, sickness and maternity

Managing absence entitlement calculations and letter drafting and guiding your absence management processes.

Disciplinary and grievance

Full advice and guidance, letter drafting, helping you manage the process to ensure compliance and secure the best possible outcome.

Disciplinary and grievance onsite support

Onsite support for disciplinary and grievance meetings as required. Guiding you through the legal pitfalls and managing difficult meetings to maintain a professional atmosphere.

People Management

Performance review package

Supporting your performance review processes to ensure better communication and productivity

HR management software

Set up and administration of HR management software to enable you to more effectively manage your employees. Includes: leave management, clock-in and shift management, document management and storage, training records, recruitment and advertising and more.

Integrated payroll management

Payroll management fully integrated with HR management software.

Workplace Meditation



Workplace Meditation

Confidential and impartial dispute resolution can save you the stress and cost of tribunals, help maintain workplace morale and retain valuable employees

Contract disputes

Resolve disputes over contracts, working conditions and pay.

Disciplinary and grievance

Repair and improve working relationships, without assigning blame or focusing on past grievances.

Termination and settlement agreements

Finding a better alternative to legal proceedings and tribunals, reaching an agreement that allows both parties to move forward.

Training and Development



Training and Development

Skills Assessments

Skills assessments to pinpoint the precise training needs of employees, ensuring tailored programs to address the gaps and enhance employee capabilities and performance.

Internal training seminars for leaders and line managers

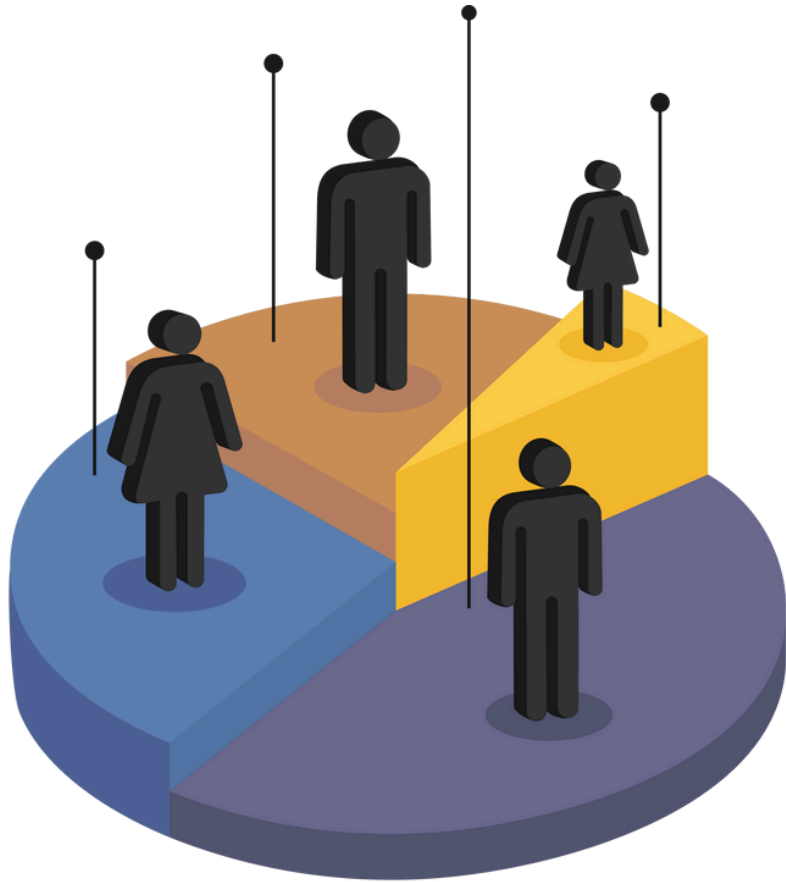
Seminar topics include effective line management and performance appraisal, recruitment and selection, developing a positive culture,

Access to our seminars and webinars

Extensive briefings on legal compliance and best-practice to enhance your skills and knowledge – covering topics such as, apprenticeship schemes, pension legislation, bullying and harassment,

Access to our group workshops

Workshops providing interactive learning experiences and networking opportunities – covering topics such as, brave conversations, line management and performance appraisal, managing conflict.



People Development Strategy



People Development Strategy

Restructures

From developing and writing the business case, through to employee consultation. Full support, including onsite group and individual meetings as required

Team building

Building teams for success. From strategy through to implementation, including focussed team building seminars.

Recruitment development strategy

Strategic support on talent development and external recruitment needs, including succession planning, and business expansion analysis.

Employee Wellbeing



Employee Wellbeing

Mental health and stress management

Resources, training and guidance for managers and employees on how to manage stress, improve emotional health and promote a healthy work life balance.

Wellness - holistic approach to health and wellbeing

Resources, training and guidance on a holistic approach to health and wellbeing – boosting motivation through improved lifestyle choices.

Employee connection

Making the workplace a welcome place, where healthy relationships enhance wellbeing.

Advice Line



Advice Line

Unlimited calls to our advice line (included in all service packages)

Advice on any HR related topic to help you ensure compliance, mitigate risk and act to ensure the best outcome for your business



Pricing



Employee Wellbeing

Monthly retainer for full HR service packages

Choose one of our three service level packages, with further options to bespoke the package to your needs so that you don't pay for services that you don't want.

Project-Based Pricing

Project-based pricing, allowing you to scope out your requirements and budget for the cost of the project.

Hourly Rates

Fixed hourly rates, allowing you to access expertise on demand and easily scale up or down according to the needs of your business.

Contact us for a quote or for more information:

Email:

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Tel:

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