



## Pragmatic, professional HR support

### Just when you need it

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PES can help with everything from the nuts and bolts of finding and managing engaging people to strategic HR projects that affect the entire business.

We provide an outsourced HR service that can slot straight into your organisation – big or small – and provide expert help. Better still, we offer flexible solutions tailored to fit your requirements and your budget.

Our HR experts like to do things differently.

Had enough of handbooks? Ready to rip up appraisals? We'll help you start with a clean slate without compromising on business efficiency or legal compliance.

### Support for smaller businesses

We're particularly good at helping SMEs with their HR issues. Most owners of smaller businesses simply can't afford to employ an in-house HR team, or their staff lack some of the experience needed to tackle more complex challenges. Our experts can step in and deliver the right solutions.

### What can the PES HR team offer?

- Tailored line manager training and leadership development
- Support with developing and promoting a positive culture
- Identifying core values and how to embrace them
- Organisational change consultancy and management
- Managing performance and progress
- Help for people looking to find their next opportunity
- Clarifying roles and requirements
- Helping people know their purpose
- Reward and recognition
- Absence management
- Disciplinary and grievance
- TUPE transfers
- Contracts, policies and procedures



## Affordable, clear pricing – on a project or retainer basis

If you need us to work on a specific project, we can do it. If you need advice on a very affordable retainer basis, we can do that too. If you need both, no problem. We don't have a set way of doing things – we work to suit you, not the other way around.

Our HR experts have decades of experience between them gained from solid, successful industry careers. We're not afraid to challenge at board level if needs be. But we won't force decisions on you – it's your business, not ours. We'll simply provide the facts, explain what we think will work, and leave you to decide what's best for your organisation. Whatever you choose, we're there to help you succeed.

### What will you gain?

- ✓ Senior-level HR advice at an affordable price, to help you focus on growing your business.
- ✓ Saved time from having expert input to help you make important and day-to-day decisions.
- ✓ Peace of mind from knowing your HR advice is comprehensive, up-to-date and legally compliant.

## We'd love to hear from you

For a no-obligation discussion about your HR needs, or to find out more about any of our other services, please get in touch or visit our website.



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