

CASE STUDY

Building HR policy suites from the ground up at UKBIC

The UK Battery Industrialisation Centre (UKBIC) is a new Government-funded national research and development facility, based at the University of Warwick. Part of the Faraday Battery Challenge, UKBIC will specialise in manufacturing batteries for electric vehicles to support the UK's commitment to a low-carbon future.

The facility will open in 2020, supported by Coventry City Council, Coventry and Warwickshire Local Enterprise Partnership, and the Warwick Manufacturing Group, part of the university.



THE CHALLENGE

As a completely new company, UKBIC was building its workforce from scratch, and needed to recruit 100 members of staff into a variety of specialist, technical and business support roles.

This meant creating all-new employment contracts covering a range of hugely varied roles, establishing remuneration and benefits packages in line with the industry standard, and developing all necessary HR policy documents – within a matter of weeks.

But without a dedicated HR specialist on hand to tackle this major project, it would have taken much longer. To help UKBIC meet the challenge, the University of Warwick tendered for a HR consultancy.



THE SOLUTION

The University of Warwick brought in AdviserPlus to conduct a policy review to identify UKBIC's employment contract and benefit package requirements and develop its HR policy documents, templates and manager guidance.

After just six weeks, AdviserPlus provided UKBIC with:

- **A full set of employment contracts covering 30 different grades and roles**
- **A suite of more than 50 HR documents including policies and supporting letters/forms**
- **Market benchmarking to understand which remuneration and benefits packages to offer**



THE RESULTS AND BENEFITS

UKBIC now has a comprehensive suite of clear, succinct and engaging policy documents, manager guidance and employment contracts – delivered in just a few weeks.

As well as ensuring the new business is legally compliant, UKBIC now has a solid foundation for engaging with its new workforce and supporting managers on HR matters as the project gets off the ground.



We needed to act fast, and without the support of AdviserPlus we never would have been able to start recruiting after just six weeks.

It was such a comprehensive process; the benchmarking service was invaluable in ensuring we could offer the most competitive packages and attract the very best talent for this exciting new venture; and having all HR policies written up in two weeks was an incredible help.



Damian Pearce, HR Manager, University of Warwick

At AdviserPlus, our experts can help with a wide range of HR consultancy projects and advice. If there's a project you need some help with let's talk.