

Supporting people change processes

Remote or on-site professional HR support for HR, line managers and employees during people change processes.



Do you have a short-term requirement that must be delivered at pace, and don't have the level of skilled HR professionals available to support the change?

Our team of HR professionals can support your in-house HR team and line managers with people change processes such as restructure, redundancy or changes to contractual terms and conditions for your employees.

Feature and Benefits

- 1. Access to a team of HR experts who can integrate with your business**
Our team can work as an HR representative of your business or alongside / supplement your in-house team
- 2. Proactive support to line managers**
Proactive advice and guidance for line managers delivering the change to ensure the process is followed in line with employment law legislation
- 3. Inbound adviceline for employees impacted by the change**
Access to additional HR experts to supplement the in-house team and answer employee questions to help them through the change curve
- 4. Remote support for multi-site operations**
Support can be provided remotely through a telephony-based service, supporting your people across multiple locations
- 5. HR technology solution to support the process**
Evidence and track activity using our HR technology, which also provides MI reporting to your HR team on progress



"Through attendance at meetings and advice and guidance for line managers a fair, objective and legally compliant consultation and selection process was followed without any appeals being lodged."

Supporting the restructure of a technology business

Many organisations go through a period of change that requires significant HR support. Whether it's a merger or acquisition, business restructure, redundancy or changes to contractual T&Cs, they all put pressure on a HR team to provide strategic, people and administrative support.

Instead of recruiting or repurposing valuable resource to meet your needs, you can use AdviserPlus' team of qualified HR professionals to support your in-house HR team and line managers. Support can be provided remotely (telephony based), or on-site, either as an HR representative of your business or to supplement your in-house HR team. We can attend formal meetings as chair or HR rep and/or provide advice and guidance for in-house HR, line managers and employees.

Chair consultation meetings during a redundancy situation

Challenge

You are planning to consult with employees and don't have the people resource available who have experience of redundancy situations and can conduct the consultation meetings.

Your HR team will be required for more strategic activity and the line management population is impacted. Therefore, there are no roles with the appropriate level of experience to conduct the meetings.

Solution

How do you find the people resources who can conduct consultation meetings fairly and objectively and comply with the legislative process?

Using our team of HR professionals to conduct the consultation meetings will ensure the process is legally compliant, employees are treated fairly and consistently, and it's evidenced. It also enables your HR team to continue to focus on the strategic activity that is required.

Attendance at interviews for a restructure in your business as Company witness

Challenge

You are restructuring a department within your business which has created 48 new job roles. The impacted employees will be interviewed for the roles and you require an HR professional to act as Company witness at the interviews and to support the leading managers conducting the meetings.

The business doesn't have the appropriate level of skilled HR professionals to provide support to the senior managers.

Solution

How do you find the people resource who can attend and guide the leading managers during interviews with employees impacted by a restructure to ensure they are treated fairly and consistently, and the key objectives of the proposal are met?

We can provide HR expertise to attend interviews, acting as Company witness who have the relevant experience and knowledge to provide guidance to leading managers who are conducting the interviews, ensuring a fair and legally compliant process is followed.

Advice and guidance for line managers delivering contractual changes to employee terms and conditions

Challenge

You have 2,500 employees who are employed on over 40 different contracts with varying terms and conditions, which you want to consolidate to only 4 different contracts.

HR have identified that a significant number of employees are contracted to work on differing days and hours meaning the work force is operating across numerous working patterns. The HR team is not resourced to support this volume of change in the business and line managers delivering the contract changes to impacted employees will require HR support.

Solution

How do you find the people resource who can provide the required support to line managers ensuring not only are all employees are communicated with quickly, but it's done in a fair and consistent way?

The AdviserPlus team can provide proactive advice and guidance to your line managers, either on-site or remotely via the phone. As well as meaning your line managers have a high quality experience, it also enables you to deliver the contractual changes ensuring a fair and consistent approach with all impacted employees.



For more information or if you would like to get in touch please use the contact details below:

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