

Wright HR Choices for Registered Providers

Flexible HR consultancy which adapts to your needs



HR underwritten by a Legal Team

HR Choices from Wright Hassall Solicitors is aimed at organisations needing additional professional HR resource on a flexible basis.

Backed by our legal team, HR Choices provides experienced HR professionals to support you when you need it – whether on a particular project, for a few hours each month or by ad hoc telephone advice.

We can even cover full or part time temporary roles for example, maternity leave or unexpected absences. Most of all we offer the flexibility for you to choose the service that meets your needs.

It's it all about the people.

With a proven track record of supporting registered providers, we believe the key to a strong partnership is understanding your organisation. Our approach is practical, jargon-free and provides organisation-specific solutions. We see our key role as reducing your organisational risk and adding value by helping you create great employee relations and a culture where your people thrive.

Just a few choices...

- We deliver our advice in person or by telephone.
- We can do as much or as little as you need. For example, from drafting you a letter or carrying out a full process.
- Reviewing & updating your contracts, handbooks and procedures.
- Advising on or personally conducting your disciplinaries, grievances and appeals.
- Performance Management – Helping you to manage underperforming employees.
- Delivering projects from start to finish. Restructuring, redundancies, TUPE, mergers and acquisitions to name a few.
- Investigation Officers. We can act as an investigation officer for cases requiring an impartial view.
- Absence Management. Helping you to reduce long and short term absence.
- Providing and designing recruitment techniques which are tailored to your culture.
- Training seminars. Our team can host training seminars at our offices or onsite. These can be designed on any aspect of HR. Our practical people management seminar is one of the most popular.
- Legal Updates. Delivered in partnership with our legal team, delegates not only learn their legal obligations but also how to put them into practice in their organisation.

Pay as you go

HR Choices is completely flexible with no monthly retainers. You simply pay for what you use. Our ad hoc support is charged at the competitive hourly rate of £75+ VAT. If you require more frequent support or project support we can agree a fixed fee at a reduced hourly rate.

Throughout our relationship, we believe there should be no surprises with regard to the costs incurred and we will discuss all costs up front with you before work takes place.

HR Choices is the flexible, cost-effective way to bring in professional HR experts to support your organisation.

It's all about choices.....

HR Healthcheck

- Check your contracts and policies are legally up to date
- Evaluate risks and areas of weakness
- Assessing your current HR practices and documentation against your current business objectives and culture and best practice in the sector
- Recommending improvements

Operational HR

- Drafting contracts of employment
- Developing policies and procedures
- HR advice line
- Outsourcing your HR Operations to Wright Hassall

Recruitment

- Drafting job descriptions and person specifications
- Interviewing and assessing candidates
- Psychometric testing
- Taking up references and carrying out pre-employment checks
- Putting together induction plans
- Training your managers on recruitment skills

Change Management

- Restructuring and outplacement support
- Relocation
- Mergers and acquisitions
- TUPE
- Harmonisation of terms and conditions
- Culture work

HR Strategy

- Discussing your business priorities with you
- Developing HR strategies to support your business plan and to enable you to grow your organisation
- Guiding you through the Investors in People (IiP) process
- Advising on/ managing the IiP accreditation process

Advisory

- Managing casework (Disciplinarys, Grievances, appeals)
- Carrying out investigations
- Dealing with underperformance
- Dealing with absence management
- Dealing with equality and diversity issues

Learning & development

- Identifying the skills, knowledge and behaviours required to achieve your business objectives and grow your organisation
- Carrying out training needs analysis to highlight gaps at an individual, departmental and organisational level
- Developing training and development plans
- Training your managers to manage their people more effectively

Seminars

- Stay legally compliant
- Top up your HR skills as required
- Tailored training can be provided in-house
- Free law updates twice a year (April / Oct)
- Free monthly bulletins on law changes

Wright Hassall Factsheet

“This team's efficiency and helpful advice come in for high praise from market sources alongside its ability to meet tight deadlines Sources Say: “The friendly style is a refreshing change from the ‘mightier than thou’ attitude of many law firms.

Chambers UK 2010

Wright Hassall LLP, one of the largest law firms in Warwickshire, employs 32 partners and over 200 staff and has the resources to meet the legal needs of major clients across the UK.

Our business

A full service law firm, Wright Hassall offers all the services that you will need with specialists in:

- corporate governance
- employment
- corporate finance
- commercial
- litigation
- housing management & litigation
- commercial property
- planning and environment
- construction
- property litigation

Our market

We care deeply about the work we do within the housing sector. With over 40 year's relevant experience, we are committed to working with registered providers and have invested heavily to build a team with the right expertise and knowledge to provide operational and strategic support. We are proud to be ranked as a leader in the field of social housing by both the Legal 500 and Chambers UK legal directories.

‘..the team “always puts itself out to meet clients’ needs and deadlines” sources say’.

Chambers UK 2011

Our awards

We are committed to going the extra mile for our clients and invest heavily in client relationships to ensure that we deliver on the promises that we make. In our 2010 Law Society Lexcel and Investors in People audits, our commitment to delivering excellence was highlighted by our assessors:

‘Everyone is focused on providing excellent client service ... They are proud of the service they provide and proud of the reputation of the firm’.

For more information on how HR Choices can help your organisation in a way that meets your budget, please contact:



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