



HR180

one half of the partnership



HR180 is an award winning, leading edge, outsourced HR consultancy

ABOUT US

You hear about us from someone you trust

OUR JOURNEY

You're surprised that 30%+ of our clients have been with us for 5 years or more

TEMPERATURE CHECK

We take a Temperature Check of your business and make recommendations on your people strategy and areas of risk

EMERGENCY SUPPORT

You walk into an emergency so you call us



MEDIATION

Nina falls out with Howard in accounts when their personal relationship fails. We help calm things down.

PAYROLL

Nina wants to get paid – we add her to the payroll and send her a payslip each month

YOUR HR TEAM

Nina is offered a position by you - we send out all employment documents, chase up her references and ensure she has an induction

RECRUITMENT

You need a new employee and we help you recruit Nina

TESTIMONIALS

You are so impressed with our service you give us a testimonial and we become your new HR team



STRATEGIC SUPPORT

You're about to acquire another business and need some help



SPECIAL PROJECTS

You also need to complete HR due diligence but don't know where to start

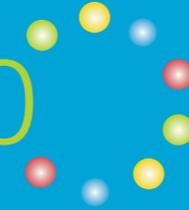
VALUES

Your at an event and recommend our services – to demonstrate how we'd fit you tell them about our values.





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A SAFE PAIR OF HANDS

HR180 is an award winning, leading edge, outsourced HR department. We think HR, done in a professional, commercial, intelligent and compassionate manner, is a key part of modern business.

We work in partnership with our clients so they can hand over all of their HR worries, whether operational or strategic, and get on with their day-to-day business. Our dedicated team will cost far less than either an HR Manager or your own solicitors and rather than just offer advice we'll find innovative ways to help you improve your business, making it more efficient and more effective, which usually means more smiles all round.

A solid set of services

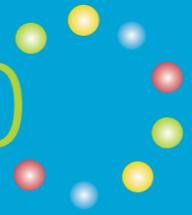
- Outsourced HR
- Special Projects
- Payroll
- Emergency Support (grievance, disciplinarys, redundancies)
- Health and Safety
- Consultancy
- Mediation
- Employee Assistance
- Outplacement
- 360 Degree Appraisals
- Employee Surveys
- Tribunal Preparation
- Recruitment Profiling

And Pro-active added value

- HR Temperature Check
- HR Strategy
- Change Management
- Cultural Identification
- Leadership Development
- Talent Management
- Team Building and Remuneration and Reward



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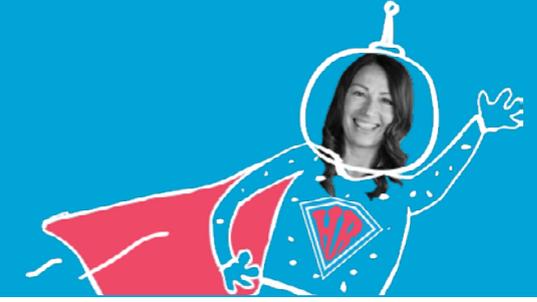
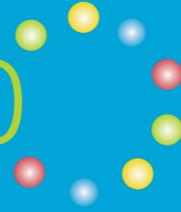


OUR JOURNEY





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DO YOU HAVE A HEALTHY HEARTBEAT?

With over 80 years hands-on HR experience, our HR Professionals have seen it all, done it all and solved it all. That's why we deliver a detailed, in-depth, two day Temperature Check of your people strategy; to ensure it is fit for purpose and aligns to your business goals.

Our full report offers detailed analysis of real opportunities (not scare tactics) to identify and address the people challenges in your business whilst offering practical recommendations that will set your mind at rest, ensure you are on track and set for future growth.

The reason why

- Expert recommendations
- Business planning
- People strategy
- Objective viewpoint
- Reduction of risk
- Review and audit of HR
- Business aspirations
- Growth goals

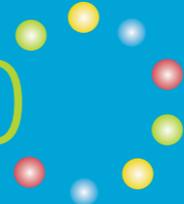


**“We deliver a detailed, in-depth, two day
Temperature Check of your people strategy”**





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TO THE RESCUE

Have you walked into a disaster zone today, whether it's a sexual harassment or discrimination claim, someone turning up at work clearly under the influence, we can help!

There's now virtually nothing that we haven't seen and dealt with both in our corporate careers and at HR180. We can do absolutely everything for you in your hour of need. We do this by providing you with some immediate re-assurance, preparing everything in advance and submitting it to you for approval, coming on-site to deliver any meetings or investigations and generally being there to hold your hand every step of the way.

Emergency services

- Grievance investigations or appeals
- Disciplinary investigations or appeals
- Redundancy planning and preparation
- Redundancy consultations and appeals
- Flexible working appeals
- Tribunal preparation

**Positive
Results**



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HR180 couldn't be any more professional, any more supportive or any more proactive. Having been our HR support since 2009 they have delivered cost effective, efficient and complex HR support to almost 180 employees and 11 senior managers. Given the strength of our relationship, their commercial approach, flexibility and professionalism we would be unlikely to ever consider bringing this function in-house.

Steven Bentwood,
Managing Director,
Amscan International

Smoothwall and HR180 have been in partnership since the early days; with our HR Manager proactively managing the usual variety of issues faced by a rapidly growing business which employs people. HR180 don't just sort out the unexpected – they've also worked with us each quarter to deliver various HR projects that create added value for our business. They've saved us hours of management time but also thousands in solicitors fees.

George Lungley,
Chairman,
Smoothwall Limited

As a growing digital agency we are using HR180 as they make it really simple and easy for you! Highly recommend and the process is smooth, responsive and more so personal!

Jonny Ross,
Managing Director,
Jonny Ross Consultancy Ltd



We appointed HR180 as our outsourced HR business partner and have been guided by their expertise and professionalism in achieving a number of our immediate short term business goals.

As an award winning Market Research company who values each and every one of our employees it was essential that we find a partner that was not only up on processes but who are also dynamic and forward thinking as ourselves. In addition to helping with our short term goals HR180 is assisting with some longer term goals for organisational development.

I would highly recommend HR180 to any SME wanting a dedicated team of HR professionals, who are on hand to deal with not only all your day to day administration of a Human Resources department but long term business goals, with an approachable and friendly manner.

Robin Horsfield, Joint Managing Director, Trinity McQueen



We first became aware of HR180 during an extremely serious matter that arose within our business. HR180 handled an external appeal meeting and we were more than happy with their thorough approach and the professional way in which this was dealt with. We now use them as our HR provider which has allowed me to focus on other areas of the business knowing that our HR matters are dealt with professionally. We are only a small company but always seem to have matters that arise so it's great to know we have the support from our HR team.

It definitely takes some of the pressure away from us as a business and it's great to know that everything is being handled the way it should be. As a family business it's easy to get involved with people's lives etc. and sometimes that plays a part in how matters are dealt with... fortunately with HR180 matters can be dealt with without the emotion attached to it. Great job, great people and just enjoy the personable service that we receive. I would highly recommend to others.

Maryse Haywood,
Business Development Manager,
Albert Haywood and Sons Ltd

Their words, not ours





FINDING THE BEST PEOPLE FOR YOUR BUSINESS

HR180 focuses on delivering a recruitment solution tailored to your specific needs and our experts find candidates directly from the marketplace, not on a database. We are not an employment agency.

We manage the entire process for you from beginning to end by carrying out sophisticated employee selection techniques that will get your hiring policy right first time.

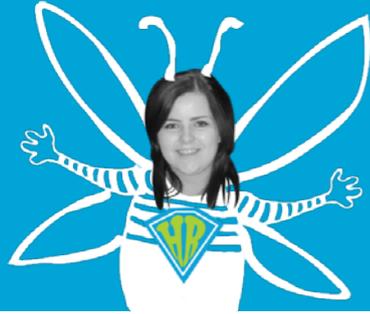
Recruitment campaign steps

- Take a detailed brief
- Create a role description and person specification
- Create a recruitment and attraction plan
- Advertise the role using appropriate media
- Design screening criteria and measure the CV's against them
- Undertake behavioural telephone interviews

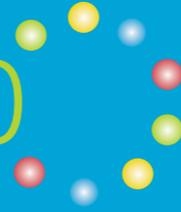


**“We manage the entire process
for you from beginning to end”**





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DEDICATED TO YOU

When we say we offer outsourced HR we mean that you get two highly qualified, super experienced, can't do enough for you HR professionals dedicated to you.

Your HR manager and HR assistant will get under the skin of what you do, how you work and what you want to achieve. From there they can offer the right kind of support, providing solutions and designing processes that complement your culture and your goals.

We'll come on site when required, deliver our services remotely if that suits and provide a quarterly strategy meeting to set priorities and make sure everything lines up with your business objectives. And we'll usually do it all for less than the cost of one part-time employee. Can't say fairer than that.

The Full Monty

The Full Monty when the value of your time is through the roof and you can earn more in an hour by doing than preparing a Contract of Employment! You'll more than likely employ in excess of 30 and "the people" stuff is taking up more than 30% of your time.

Click [here](#) to view all our superstars!





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THE NUMBERS GAME

Even if you love your numbers and delight in your sums, payroll can be time consuming, fiddly and takes some serious administration and organisation. It's also not something you want to get wrong.

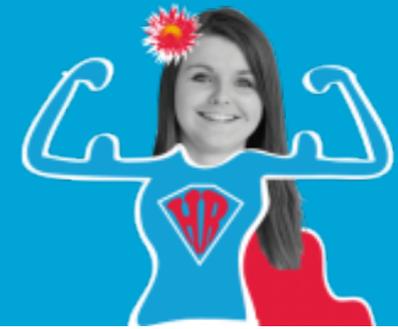
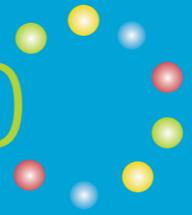
We provide an outsourced payroll department, handling everything from collation of employee information such as overtime, sickness etc., tax and NI to P45's and monthly reports that link directly to your accounts. We also have the facility to use BACS so that everything is taken automatically from your account each month and paid out to the relevant individuals, including HMRC.

“Everything is taken automatically from your account each month and paid out to the relevant individuals”





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AT THE HEART OF THE MATTER

Mediation is an art and a skill that takes experience, expertise and a good dose of objectivity, empathy and understanding.

Fully qualified in this area, we will come to you to resolve a conflict between 2-4 individuals but no more. We take care of people's wellbeing by getting to the heart of the matter with a tailor-made approach to manage even the most complex of issues.

Having helped everyone to find common ground and gain perspective, we'll then work with them to identify their own solutions and agree a way forward.

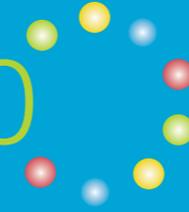


“We take care of people’s wellbeing by getting to the heart of the matter with a tailor-made approach”





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FIRST CLASS PEOPLE STRATEGY

A world class HR function is all about people management, culture and strategy, lining up your employees with your business goals and making sure that everyone is actually striving to achieve the same thing.

Effective processes, talent management and leadership development are just some of the secrets to further growth; if you've got a winning team then it follows that you'll have a winning business. We'll work with you to design a bespoke HR strategy and build a high performance group of people who want what's best for the business.

Pro-active added value

- HR strategy
- Change management
- Cultural identification
- Leadership
- Development
- Talent management
- Team building
- Remuneration and reward

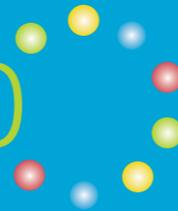
Strategy

**“Effective processes,
talent management and
leadership development
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secrets to further growth”**





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CREATING ADDED VALUE

Our team of dedicated HR professionals, are able to deliver various special projects that create added value for your business, which can save you hours of management time.

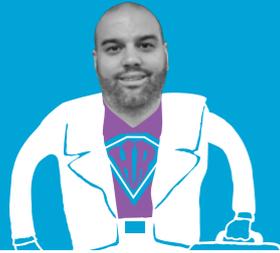
From planning and implementing the closure of an entire organisation to handling grievance claims and cases of sexual harassment, we have plenty of experience in investigations, mediation, and resolutions. Objective, professional and discreet, we give you an informed point of view and will guide everyone through the process every step of the way.

Making a difference

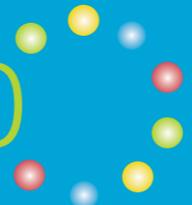
- Investigations
- Appeals
- Redundancy
- Re-structures
- Mergers
- Acquisitions
- Mediation
- Tribunal
- Preparation
- Flexible
- Working appeals

**“Objective, professional and discreet,
we give you an informed point of view
and will guide everyone through the
process every step of the way”**





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Commercial & Distinctive

- Finding solutions that make sense for SME businesses
- Being human, valuing personality, diversity and humour
- Being innovative and not following the crowd

Collaborative & in Partnership

- Getting the best from our team and client relationships
- Going the extra mile as a matter of course
- Steering clear of hierarchy

Passionate

- Genuinely caring about what we do and how we do it
- Being enthusiastic about our clients, ourselves and our jobs
 - Empowering people to be themselves

Principled

- Always working with honesty, integrity and respect
- If we don't quite hit the mark we face it, fix it, learn from it and move on
- Delivering on our promises

Driven to Grow and Succeed

- Striving for continual learning, improvement and growth
- Being free and encouraging everyone and every business to be successful
 - Having the courage to change and re-act to new opportunities