

HR NEWS

HRx - Explains why reducing costs should not equal reducing investment in your staff.

Companies that take the time to develop their own bespoke internal training practices are going to weather the current financial storm better than their counterparts who do not have performance management techniques in place and have had to freeze all expenditure on external training courses.

HRx are discovering that clients are realising the importance of performance management techniques linked with in-house coaching and mentoring to develop their workforce and retain key personnel.

External courses have their place when what is being taught can not be delivered in-house or a particular qualification is required and they can often be very good networking opportunities however; they should never be viewed as a replacement for bespoke in-house training where every single element is relevant to the employees' specific role in the business.

Delivering the training however, is where most organisations identify a problem and quickly give up on the idea.

The question is how do we identify someone who is able to train employees from our own talent pool and assess if they have the time and resources to perform the task?

Mentoring and coaching are often considered soft skills by HR practitioners however, in our opinion there is no such thing as a 'soft skill' if it contributes to the end result of increasing productivity, revenue and profit for our clients.

HRx is able to assist clients with identifying areas of their workforce that require development and can suggest cost effective ways of harvesting talent without the use of expensive external training providers.

HRx will review and where necessary create a performance management system where you are able to identify who requires development and who has the skills and the desire to be part of the in-house training delivery team.

Employers must appreciate that the majority of employees enjoy variety and challenges in their jobs, couple this with acknowledgment and reward when a task is performed well and you have the ingredients for a committed and focussed workforce.

HRx is a complete human resource support service. We create bespoke solutions and can work with you on any HR situation where you require guidance and support.

In addition to the aforementioned Performance Management techniques, HRx can assist you with a number of HR issues relating from, discipline and grievance issues, absence management, employee entitlements such as maternity leave, flexible working requests, time off to deal with dependants etc.



Human Resource Solutions

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HRx can also help with implementing short time working, negotiating salary reductions and, if necessary, commencing the complex redundancy process.

HRx will provide all supporting documentation to enable all HR situations to be administered correctly however, unlike many of our counterparts HRx will not issue template documents for our clients to complete.

HRx has witnessed how a an incorrectly worded termination letter can result in an unfair dismissal claim and therefore we are able to be as involved with a process as our clients require, often managing the entire process to ensure the matter is dealt with quickly and correctly whilst protecting the business at all times.

We appreciate that small businesses are concerned with reducing costs and maintaining healthy cashflow however, we can not stress enough the importance in handling internal HR issues correctly.

Employees are becoming increasingly more aware of their employment rights and unfortunately as the employer companies are often held up as an example to other employers in a tribunal.

So many employers fall foul to a tribunal claim due to a simple omission or a genuine mistake simply because they were too busy or too naive to consider that their actions/comments could end up with them in front of a tribunal panel.

These simple omissions or genuine mistakes can cost a business greatly and it is especially important that during difficult times employers are adhering to the procedures set out by legislation, employment contracts and best practice.

Employment legislation is continuously changing whether it be on a smaller scale, for example an increase in the weekly statutory redundancy payment amount or on a much larger scale, such as the repeal of the Statutory Discipline and Grievance Procedures which were replaced in April of this year with the ACAS Discipline and Grievance Code.

We are able to provide our HR support and advice on a retained arrangement, to call upon as and when you require or on an ad hoc hourly basis.

Advice can be provided over the phone, via email or in person. A single point of contact is assigned to you and that Consultant will take the time to understand the culture and operating style of your business.

HRx do not charge clients when our services are not being used and all projects (including fees) are outlined in a proposal and agreed before commencement.

We believe in the quality of our service and trust that clients will always return to us for future HR issues therefore, we do not feel it necessary to tie you into a service contract.

If you would like to discuss the services offered or if you wish to discuss a particular situation that you feel we may be able to assist you with, please contact our team of consultants on **08701 454436** or email us at info@hrxlimited.com.



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