



Employee Disputes and Conflict Resolution

- Grievances between co-workers, teams or with managers
- Misconduct and performance issues
- General lack of engagement and focus

Employee disputes and conflicts can manifest themselves in different ways, from whatever the issue, a failure to address and deal with the problem will impact business efficiency and the wider organisation.

What we offer

Working strategically

- ✓ Diagnosing potential organisational factors contributing to conflicts
- ✓ Help you to understand what can be done to address the range of employee relations issues
- ✓ Assist in minimising the impact through swift resolution and developing effective consultation with employees
- ✓ Developing manager skills in handling those difficult conversations and meetings

Day to day support (including)

- ✓ Developing policies and procedures
- ✓ Advising on the legal process
- ✓ Case management of grievance, discipline, harassment and bullying cases
- ✓ Attending meetings with employees and advising on all stages of the process up to and including dismissals

Why choose us?

- ✓ Qualified experienced HR professionals
- ✓ Pragmatic approach to problem solving
- ✓ Dedicated consultants to ensure continuity
- ✓ Bespoke policies and procedures
- ✓ On-site support when required



"Highly competent, flexible and friendly"

"The Society of the Little Flower has been using HR Services Partnership since 2007. During that time we have made use of a variety of the services they offer from basic advice to relocation/redundancy consultation, recruitment and training, grievance and disciplinary. The response to all queries is fast, helpful and friendly; their advice is clear and comprehensive; their support invaluable. For organisations too small to field their own HR department, you cannot do better than enlist the services of HR Services Partnership for a competitively priced, highly competent, flexible and friendly service."

Miranda Litchfield, Director - The Society of the Little Flower

Visit our website for further testimonials

Call us for more information

Tel: 01403 240205

www.hrservicespartnership.co.uk

How can I improve skills?
 HOW DO I INTRODUCE A NEW PAY STRUCTURE?
 What is the process we need to follow?
 How can we adapt?
 WHO CAN I TURN TO?
 We need a strategic approach?
 We haven't got the time!
 HOW DO WE UPDATE OUR STAFF POLICIES?
 HOW CAN WE DO THIS LEGALLY?
 What do my staff really think?
 What is the risk?
 WHO CAN I RELY ON?
 Why are some staff always calling in sick?
 How can I reduce recruitment costs?



The Right choice HRSP

We definitely made the right choice in choosing HRSP and would have no hesitation in recommending them.

Tracie Colin-McKenzie, Trustee,
 Worthing Women's Aid.

"A professional and efficient service in a friendly, pragmatic way"

I have worked with HRSP during my time as CEO of several charities and would not hesitate to recommend them to others. In my most recent role as CEO for Samaritans we have used HRSP to provide support to our branches regarding employing staff and also to provide independent advice and support to our busy HR team at the Central Charity. HRSP quickly built up good working relationships with the HR team and staff and soon grasped an understanding of our complex structure and unique way of working. HRSP have provided a professional and efficient service in a friendly, pragmatic way.

Catherine Johnstone, CEO – Samaritans

"Tailored their service and advice"

"On being appointed, the HR Services Partnership very quickly understood the ethos and culture of our organisation and tailored their service and advice accordingly. In my experience of a range of HR service providers, their help in bringing our HR policies and procedures in line with good practice and regulatory requirements has been second to none. In addition and equally important, working with all members of their team has been a pleasure".

Adrian Maunders, CEO, English Rural Housing

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