



# Redundancy, Restructure and Re-organisation

- Are you changing the shape of your organisation to meet future challenges?
- Do you need to make changes to the organisational structure or roles within it?
- Do you need to make redundancies?

In the current climate many organisations are facing difficult choices. At the HR Services Partnership we specialise in helping organisations formulate and agree an agenda for change to help you achieve the changes needed.

Whether you are looking to downsize, re-locate, restructure, amalgamate or expand HRSP can advise.

## What we offer

Our Services in this area fall into 3 phases:

### Exploration

- ✓ Working with the Board to explore the options.
- ✓ Considering the changes necessary and their associated risks.
- ✓ Guiding the decision making process

### Preparation

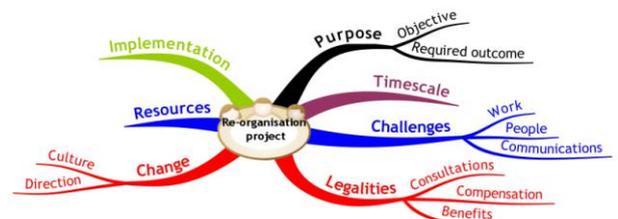
- ✓ Helping to prepare or review the business case.
- ✓ Identifying the obstacles to change and how to overcome them.
- ✓ Preparing the timetable and agenda.
- ✓ Developing the project, consultation and communication plan to ensure success.

### Implementation

- ✓ Holding consultation meetings with staff or advising you on the consultation process.
- ✓ Attending union meetings and open staff meetings or providing guidance behind the scenes.
- ✓ Drafting letters and consultation documentation and dealing with ad hoc queries.
- ✓ Supporting the re-engagement of staff post-change.
- ✓ Outplacement support for departing staff.

## Why choose us?

- ✓ Qualified experienced HR professionals
- ✓ Flexible involvement to suit client needs
- ✓ Dedicated consultants to ensure continuity
- ✓ On-site support when required



*HRSP have been our HR partner for over three years during which they have played a vital role in supporting me and the trustee board to drive significant organisational change as well as developing and embedding excellent HR practice in the new organisation. What I like about them is their ability to offer a comprehensive service from the procedural right through to senior level strategic. Their obvious expertise in organisational and cultural change has been vital and they have also provided staff at all levels with robust HR advice including where necessary redundancy and retirement.*  
**Fiona Blacke, Chief Executive, The National Youth Agency**

**Visit our website for further testimonials**

**Call us for more information**

Tel: 01403 240205  
[www.hrservicespartnership.co.uk](http://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?  
 HOW DO WE UPDATE OUR STAFF POLICIES?  
 We haven't got the time!  
 HOW CAN WE DO THIS LEGALLY?  
 What do my staff really think?  
 WHO CAN I RELY ON?  
 What is the risk?  
 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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