



Salary Benchmarking

- Are your remuneration packages in line with current market rates?
- Do your exit interviews indicate that salary is a high reason for staff leaving?
- Are you looking for the most appropriate salary to pay for new posts?

The HR Services Partnership can support you in ensuring your remuneration packages are comparable with those offered by other organisations of a similar size. Results provide an accurate idea of pay information to help our clients make informed and effective remuneration decisions.

What We Offer

- **A tailored benchmarking service** delivered in accordance with your organisation's needs and internal job roles
- **In-depth analysis of various information sources** including:
 - ✓ Media surveys
 - ✓ Live vacancies sourced through online job boards
 - ✓ Contact with employment agencies
 - ✓ Salary surveys with comparable organisations
- **Clear results and advice** including:
 - ✓ Mapping the current salaries against the benchmarked data
 - ✓ Preparation of an impact analysis
 - ✓ Key results per post

Why choose us?

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



Call us for further information!

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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www.hrservicespartnership.co.uk