THE HFACTOR

HR CONSULTANCY

Practical HR support for your business

From one difficult people issue to a planned programme of change, we provide clear advice and hands-on delivery. Based in London, supporting organisations remotely and on site across the UK.

EXPERIENCE YOU CAN DRAW ON

Led by Karen Lewis, Chartered FCIPD, with 35 years of HR experience. Our associates bring a further 50 years of combined experience across a range of sectors.

01 **TUPE and workforce change**

Transfer planning and due diligence, consultation, employee communications, redundancy, restructuring and implementation support.

02 **Complex employee relations**

Investigations, disciplinary and grievance matters, absence, capability and performance issues, with practical guidance for managers.

03 **Management training and development**

Bespoke workshops and individual coaching for new and experienced managers, covering leadership, communication and everyday people decisions.

04 **HR systems and payroll**

Implementation from scratch, process design and payroll support, with experience of Breathe HR, Sage and ADP.

05 **Recruitment and HR foundations**

Support from vacancy planning to onboarding, plus HR audits, contracts, policies, handbooks, CQC HR audits and sponsor licence HR compliance.

Flexible support

One-off advice, defined projects, interim assignments and ongoing support. Scope, timetable and fees agreed before work begins. A 30% charity discount is available.

Start with a free initial consultation

0800 222 9977 | info@the-hfactor.com

Send an HR enquiry: www.the-hfactor.com/contact