

## Great people management starts here

Successful organisations put their employees at the heart of their business plans. But in a fast-changing marketplace, focus often gets distracted from the fundamental elements of people management.

Great businesses continue to focus on people matters even when there are conflicting demands and always understand the risk to their business of not complying with the law, as far as people management is concerned.

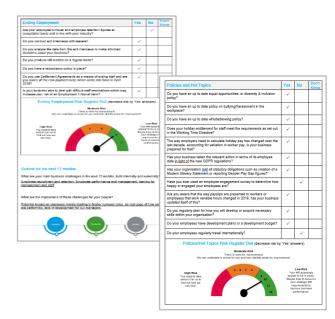
## Common people management risks that employers face include:

- · old employment contracts not fit for purpose;
- one size fits all policies;
- inconsistent practices that don't effectively allow for growth; stale recruitment and retention processes;
- · concerns over employment legislation compliance; and
- lack of strategic planning for the future requirements of their workforce.

## What is the RSM Employer's HR Healthcheck?

In order to combat this, RSM have created The RSM Employer's HR Healthcheck service which initially highlights where people related opportunity and risk may lie for your organisation. This tool can be used to then point you in the direction of a more comprehensive review of your HR documentation and processes, to make sure your organisation is following HR best practice. The initial Healthcheck includes:

- a snapshot of your current HR practices via a conversation with one of our HR Consultants; and
- an initial risk register highlighting areas for further review and comprehensive HR auditing





## The HR Healthcheck can pinpoint areas of concern and highlight where organisational time and focus should be spent which could then lead to the following business benefits:

- 1. Objective insight The Healthcheck can lead to an external check on your current HR policies, processes and employee documentation. This can be useful in refreshing what you currently have or act as a catalyst to make sure you have what you need, aligned to your strategic objectives.
- 2. Managing your people risk Getting HR onboard to support your business will ensure that you are doing the right things from a people compliance perspective and identify any gaps you may have. Our HR consultant team are on hand to support you with any remediating strategies that need to be formulated and implemented.
- 3. Designed with you in mind Our team's approach flexes with your business needs and our feedback can be as high level or in depth as you need. Our HR experts will leverage their sector expertise to ensure that our advice is relevant to your business area.
- 4. Kick starts your HR agenda The Healthcheck can act as a first step for a broader engagement and talent retention strategy for your business. Whether you are a start up with little in-house HR resource or a more mature business with some HR expertise, our Healthcheck can help you understand where to focus your HR energy next.
- **5. Employee engagement** Whether you are taking steps to ensure compliance or looking to improve and embed your HR provision, undertaking a HR Healthcheck will reassure your employees that you are serious about best practice people management.

The HR Healthcheck's risk register approach with its low to high risk dials easily helps you to prioritise your HR focuses and management, regardless of company size ensuring better people management practices for your business. We always focus on what our clients want to achieve and how we can reduce the burden and time commitment placed on them by essential people processes. Connecting seamlessly with our wider employer services (such as HR consultancy services, payroll, employment legal or employment tax advice), you will be fully supported by the right expert for your business and people needs.



David Gibbens
Associate Director
david.gibbens@rsmuk.com
T +44 7436 268375



Steve Sweetlove
Partner
steve.sweetlove@rsmuk.com
T +44 (0) 7887 791358



Kerri Constable
Associate Director
kerri.constable@rsmuk.com
T +44 (0) 7823 531055

remuk com

The UK group of companies and LLPs trading as RSM is a member of the RSM network. RSM is the trading name used by the members of the RSM network. Each member of the RSM network is an independent accounting and consulting firm each of which practises in its own right. The RSM network is not itself a separate legal entity of any description in any jurisdiction. The RSM network is administered by RSM International Limited, a companyregistered in England and Wales (companynumber 4040598) whose registered office is at 50 Cannon Street, London EC4N 6JJ. The brand and trademark RSM and other intellectual property rights used by members of the network are owned by RSM International Association, an association governed by article 60 et seq of the Civil Code of Switzerland whose seat is in Zug.

RSM UK Corporate Finance LLP, RSM UK Restructuring Advisory LLP, RSM UK Risk Assurance Services LLP, RSM UK Tax and Advisory Services LLP, RSM UK Audit LLP, RSM UK Consulting LLP, RSM Northern Ireland (UK) Limited and RSM UK Tax and Accounting Limited are not authorised under the Financial Services and Markets Act 2000 but we are able in certain circumstances to offer a limited range of investment services because we are licensed by the Institute of Chartered Accountants in England and Wales. We can provide these investment services if they are an incidental part of the professional services we have been engaged to provide. RSM UK Legal LLP is authorised and regulated by the Solicitors Regulation Authority, reference number 626317, to undertake reserved and non-reserved legal activities. It is not authorised under the Financial Services and Markets Act 2000 but is able in certain circumstances to offer a limited range of investmentservices because it is authorised and regulated by the Solicitors Regulation Authority and may provide investmentservices if they are an incidental part of the professional services that it has been engaged to provide. Whilstevery effort has been made to ensure accuracy, information contained in this communication may not be comprehensive and recipients should not act upon it without seeking professional advice.