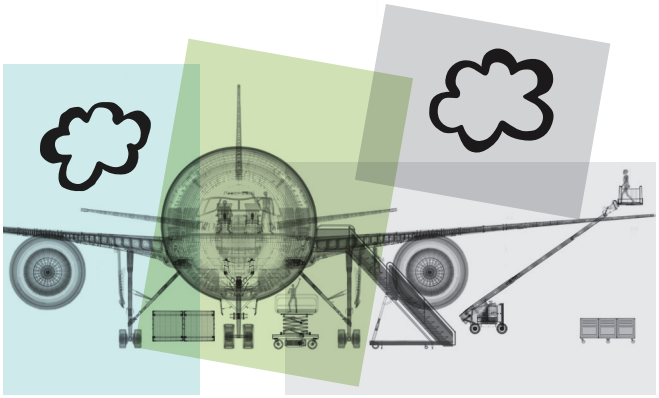

Capsticks

Employee Relations Support Services to Social Housing

Helping to meet your HR needs

The pressure on HR teams has never been greater. You're in the frontline of ensuring your organisation maintains service delivery in an ever-changing landscape whilst reducing operational and back office costs, achieving financial balance and planning for the future. Your HR function must constantly change and adapt.

Developing a workforce to meet new challenges whilst juggling everyday operational issues can be difficult. Capsticks is a firm that works predominantly in the health, social housing and social care sector and we understand the challenges you face. Our HR Advisory service (HRA) was initially developed as an outsourced employee relations service but has since been developed in line with the needs of our clients to encompass other broader HR offerings. Whichever service you use, we work in partnership with your HR team to help you deliver results.

We will provide a service tailored to your needs – you can select from a menu of services to suit your organisation.

What Capsticks offers and how it works

We will provide you with an internal and/or HR external Employee Relations Team. We will work to an agreed Service Level Agreement guaranteeing response times and adherence to best principles of client service.

We can help you by undertaking specific projects as one-off assignments via our HR Consultancy Service. You don't need to be an existing Capsticks client to commission these services.

Our services include:

- Employee relation services
- Training
- Policy development
- Best practice guidance
- Independent consultants for complex and director level investigations
- Pay and reward reviews
- Change management
- Transformational change
- HR consultancy projects

The benefits to your organisation

We nip problems in the bud by providing you with fast, accurate advice as soon as a problem arises.

Your HR managers spend less time dealing with problems and more time developing your workforce, enhancing employee engagement.

By working closely with your line managers, we help to develop their management capability.

You save time and therefore money and can focus your efforts on more strategic HR development.

As well as our team of experienced advisors, we have instant access to over 40 specialist employment lawyers,

We are also able to provide the specialist senior input required on doctors' cases in healthcare and senior level positions across a range of all sectors.

We can provide HR consultancy input to resource projects your team does not have time for.

If you would like to get in touch and find out more, please contact:

KELVIN CHEATLE
Director HRA
020 8780 4607
kelvin.cheatle@capstickshra.com

ALAN WISHART
Assistant Director HRA
0208 780 6996
alan.wishart@capstickshra.com