



*Do Your Staff Know More About
Employment Law Than You Do?*



GRASSROOTS HR

■ Support ■ Solutions ■ Success



*“Tired of hearing about what you can’t do?
Want to know more about what you can?”*

Here's What We Do

Grassroots HR offers a hands-on human resource service to employers. As chartered members of the CIPD (Chartered Institute of Personnel & Development), we will save you time and money through knowledgeable interpretation of changing legislation.

We will guide you through the maze of employment regulations and give you the confidence to run your business the way you want to.

Do you recognise some of these quotes from clients of ours?

- ‘My staff often turn up late.’
- ‘Staff performance is dropping.’
- ‘I just don’t have time to bother with personnel issues.’
- ‘I need to recruit staff but how do I interview and hire fairly?’
- ‘My employee is off sick... again!’
- ‘I may need to make staff redundant but how do I do it legally?’
- ‘I’ve heard lay-offs can save me money, but how do I do it?’
- ‘I’m worried about an employee setting up in competition – how can I stop them?’

Getting Contracts Right Is Not A Luxury
We Provide A Low Cost Alternative To A Solicitor





“Offering a hands-on, personal service to employers, guiding them through all the personnel issues they face”

Our Services Include:

- Individually tailored letters & procedures to address any staff issue
- Retained Human Resources Manager
- Pay As You Go Human Resources Support
- Disciplinarys, Grievances and investigations
- Human Resources Projects – redundancy – restructures - acquisitions
- Online HR administration software
- Bespoke Contracts & Handbook
- Appraisal and Performance Management Systems
- Absence Management
- Recruitment & Selection – offer letters – job advertising – job specification – interview support – psychometric testing
- Staff Training on HR and Management skills
- Settlement Agreements
- Access to our wide range of associates including Health & Safety and Occupational Health

Choose the Option That Suits You Best

Option 1: **Pay-As-You-Go** means we work with you on an hourly, daily or project basis.

Option 2: **Monthly Retainer** provides you with an outsourced HR department, on call whenever you need us.

Phone Now for a FREE Consultation! 0845 900 2779

If Staff Issues are Causing You Sleepless Nights
Let Us Put You Back in Control





All the Benefits of Having Your Own HR Manager... Freeing You Up to Run and Grow Your Business

A happy, healthy and motivated workforce is the most valuable asset your company can have – it will run more smoothly and you will make more money.

This is easily achievable with a Grassroots HR professional on hand. The first step is to ensure that strong foundations are in place for a mutually beneficial, fair and reasonable relationship between employer and employee.

We believe in using documentation, communication and fair processes to put an employer in control of the workplace and make sure everyone understands what is expected of them, which in turn increases productivity and profitability.

We work to the end result you want and provide commercially focussed advice, and options, on how to handle each situation.

“We’ll help you get everything set up correctly right from the start.”

We Provide You With Options
To Ensure Your HR Is Tailored To Your Business





“There’s nothing like having the right help when things get serious. Employers have rights too... “

“Tribunal Claims Cost Companies an Average of £8,500 Even If You Win, Plus Many Thousands More if You Lose”

Don't let this happen to you. Or, if it has, don't be caught twice.

We can work with you to ensure you have the best protection insurance in place, as well as providing practical down to earth advice on good practice for any of the following crucial elements to implementing robust, fair and easy-to-use procedures:

- Disciplinary & Grievance
- Redundancy & Lay-off
- Performance Management
- Absence Management
- Appraisal
- Recruitment & Selection
- Psychometric profiling
- Maternity & Paternity leave
- And more, all tailored to meet your business needs

Phone Now for a FREE Consultation! 0845 900 2279

Rather Than Waiting Until You're in Real Trouble
It's Better to Start with The Cavalry Already In Place





Wide Range of Soft Skills & Management Training

We can provide bespoke training for your staff on a wide range of HR and management 'soft skills'. The following topics can be delivered individually or integrated into a management development course or induction programme.

- Appraisal Techniques
- Being Assertive
- Building the Team
- Coaching Skills
- Customer Care
- Effective Communication
- Facilitation Skills
- Handling Discipline
- Harassment at Work
- Health & Safety
- Influencing Skills
- Interviewing Skills
- Leadership Skills
- Managing Stress
- Managing Time
- Meeting Skills
- Motivating the Team
- Negotiation Skills
- Planning Work
- Presentation Skills
- Problem Skills
- Report Writing
- Selling Skills
- Team Leader Role
- Telephone Techniques

"The right training and guidance can motivate staff and help Employers grow their business"

Phone Us to Discuss Your Needs! 0845 900 2279

Get Yourself and Your Staff Motivated
With Bespoke Training Courses for Your Company!





Natasha and Team

Natasha's extensive background in HR management has given her a unique insight into the diverse human resource needs of SMEs. She started Grassroots HR to provide business owners with all the fundamental legal, managerial, administrative and personal development support they need to achieve success.

A Post Graduate in People Management and a Chartered member of the Chartered Institute of Personnel & Development (CIPD), Natasha has held numerous senior positions. She has a real passion for supporting business owners to achieve their goals through a practical application of employment law, commercially focused problem solving and using the right people to grow businesses.

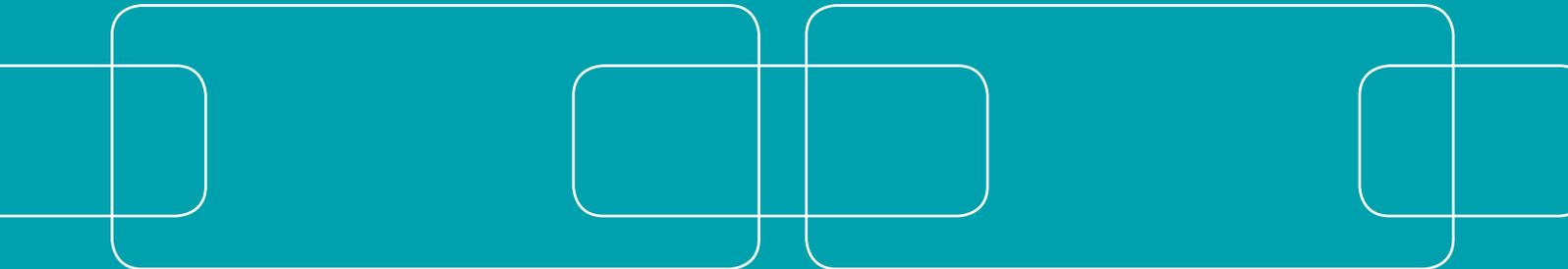
In 2011 Natasha and Grassroots HR won the Enterprise Vision Award (EVA) for Professional Services after a challenging Dragons Den style interview process and public vote. A fitting accolade for a thriving and dynamic HR Consultancy.

Since then Grassroots HR have grown in size and the team of HR experts would love the opportunity to support your business.

"We have a real passion for supporting company owners and using the right people to help grow businesses"

Phone Now for a FREE Consultation! 0845 900 2279

Your Grassroots Consultant
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Phone 0845 900 2779 Today For A No Obligation FREE HR Consultation!

Read About What Our Clients Think

"I have known and worked with Grassroots HR for over three years now, working with Natasha with several of my clients. Natasha is a true professional offering several solutions to companies HR issues, I would have no hesitation in recommending Grassroots HR."

Mike Reece: Executive Business Coach | Business Mentor

"We have been working with Natasha for over 6 months now and in that time have been impressed with her industry knowledge, but beyond that how she applies it to the commercial pressures we face as a small business."

James Shelton: Managing Director - Nixor Resource Consulting Ltd

"Grassroots HR produced Contracts of Employment and the Staff Handbook for my business. From start to finish, they were highly efficient and showed considerable expertise in the preparation of these documents."

Fiona Reid: Director - Ascroft Whiteside Solicitors