



HR Consultant or HR Department:

Buzzacott offers the best of both worlds.

“There is no alternative to
HR, but there is a better HR
alternative.”

How are organisations and businesses coping with the growing burden of employment legislation?

Those who can, pay the high price of hiring their own HR specialists; those who can't, risk paying an even higher price for failing to keep up with changes or to comply with them. However, Buzzacott offers a third, more cost-effective way: to supplement existing provision with specialist guidance where needed – or take over the entire HR function and the risks attached so that management can manage without distraction.

HR CONSULTANT OR HR DEPARTMENT:

Buzzacott offers the best of both worlds.

Our HR consultancy is delivered by experts with thorough and current knowledge of employment legislation and over 25 years hands-on HR experience. The team combines this knowledge with proven ability to translate complex legal requirements into practical, client-specific solutions.

A comprehensive service, bespoke to need

The service is tailored to need, but Buzzacott is capable of providing all the functions and support of a dedicated HR department, from the drafting of the key documents and procedures necessary for compliance with current UK legislation through to the highly specialised expertise needed for organisation development and the management of change.

Advice and management on-call

We are on-call for clients who need our advice on employment problems as they arise; on recruitment and selection, issues surrounding grievance and disciplinary procedures, prolonged absence through sickness and dismissal.

Where disputes arise, we have a mediation service to manage and resolve them.

In the same way, clients can opt for HR Management, which gives them access to our full range of expertise as and when needed, so avoiding the cost of a full-time, fully staffed in-house function.

The compliance imperative

Clients taking our compliance service receive HR guidance which is continually and comprehensively updated to reflect changes in employment legislation.

HR training and projects

To provide necessary background or improve knowledge in a specific area, we offer a bespoke training service, and can also help to develop and implement fundamental programmes of change. These include Leadership and Development, Transfers of Undertaking (Protection of Employment Act), restructuring, redundancy, outplacement and performance management schemes.

Whether in the context of change or business as usual, we can work with clients to design Staff Surveys which will provide vital feedback on internal systems and processes.



Resourcing, coaching and mentoring

We can support the entire recruitment process, beginning with advertising, proceeding through to initial selection to the appointment of suitable candidates. Further up the line, we offer a coaching and mentoring service to help managers to effectively manage performance.

A free information service

We complement our comprehensive and professional service with free e-bulletins that provide updates on emerging best practice and changes in employment legislation, together with a programme of free seminars to explain the implications.

A service without frontiers

Buzzacott HR Consultancy has no particular "target client" because our work has taken us into small, medium and large organisations, either side of the private/public-sector divide and into the not-for-

profit sector. Our only criterion is that the client be an employer – whether of one person or 1,000.

Our client portfolio currently includes:

- **Academies**
- **Architects**
- **Charities and not-for-profit organisations**
- **FSA-regulated firms and practices**
- **Hospital Trusts**
- **Local Authorities**
- **Manufacturing companies**
- **Publishers**
- **Recruitment agencies**
- **Schools, both independent and State sector**

"Buzzacott is very good at what they do. They build a personal relationship with clients and are nice people to work with."

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Buzzacott HR Consultancy service was part of a rigorous, independent research survey of staff and client attitudes to the firm, which produced an 88% approval rating. The following comment is typical of the overwhelming endorsement by clients of Buzzacott's sensitive approach to difficult issues, and the skill and knowledge they bring to bear in resolving them.

“Professional and commercial, combined with pleasant and knowledgeable people to deal with, but more client focused than the larger firms.”

BUZZACOTT HR CONSULTANCY SERVICES

- Change Management
- Coaching and Mentoring
- Compensation and Benefit
- Diversity/ Equal Opportunities
- HR Advice and Compliance
- HR Outsourcing
- HR Start-up and Audit
- HR Transformation
- Leadership and Development
- Mediation
- Recruitment/Resourcing
- Training /organisational Development

Buzzacott
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Buzzacott is the London representative of the International Group of Accounting Firms (IGAF).
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