



Buzzacott One-Stop Employee Solutions

All the employment solutions an organisation needs

At every stage of the employment lifecycle we can provide a comprehensive overview of employment matters, embracing tax and employment law, human resource management and payroll, benefits and operational efficiencies. Every organisation is unique and we respond accordingly, with a flexible range of solutions that you can deploy individually or combine with others, and scale up or down as your needs change.

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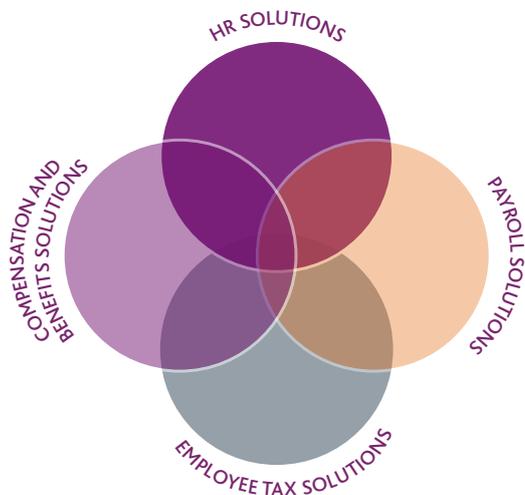
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Avoid the cost and complexity of in-house provision

In an ideal world, most organisations would want their own dedicated team to handle the crucial employee-related functions of HR, benefits, tax and payroll for the efficiencies it promises from shared goals, ease of communication and transparency.

In reality, few can cope with the cost or complexity of the in-house model. But that need not mean sacrificing the perceived benefits. By outsourcing to Buzzacott Employee Solutions, you gain a fully-fledged expert team without the overhead of maintaining one. It is one that is able to design and deliver the services you need, as and when you need them. In addition, you can use one, two, three or four parts of our solution to suit your needs. With your employees fully and fairly provided for, you can concentrate on driving the organisation forward.



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Our employee benefits team offers independent advice, bespoke to need and free of any product alignment. You will not only learn what is best

for your organisation and employees, but how to structure the arrangement in ways that reduce its cost. Equally importantly, we can help with communications to ensure every staff member fully understands the value of the benefits provided and how they work.

Because HR is critical to a organisation's wellbeing, our team covers the full range of employee issues and can respond flexibly, from offering ad hoc advice in individual cases to providing a comprehensive outsourced service that includes everything from assessing and developing staff, to advice on and provision of coaching for senior staff.

The same expert, yet flexible approach informs our solutions to the key area of employee compensation and benefits. We advise on the full range of corporate benefits, including pensions, private medical insurance, life cover, keyperson and other insurance schemes.

Payroll, finally, is too easily dismissed as mere number-crunching. Our team bring a considerable fund of expert, specialist knowledge to the task and the options available. They will show you the best way forward, consistent with your needs and the natural concern of your employees to be paid in full and on time.

The key to our approach is good communication, and we ensure it is maintained – with team colleagues, with your own key personnel, with related providers - so that decisions are made on the basis of full knowledge, and a service provided that is accurate, seamless and productive.

The individual expertise of our team members is combined and harnessed.

Understanding the employment lifecycle

By comprehensive, we mean every stage of the process. We can attract, recruit or assess key staff, advising on method or message, even forming part of the interview panel.

We know the importance of the reward package, and if the decision is taken to make an offer we can structure the remuneration and benefits to be as tax-efficient as possible. Once the recruit is in place, be it at senior level or graduate entry, we can undertake a skills assessment and advise on how best to develop the talent for maximum benefit to company and individual.

To help you achieve your recruitment and employment aims as flexibly and cost-effectively as possible, we offer our services on an ad hoc, project or retained basis. We can begin with a thorough HR audit, concentrate on a specific area needing input from an expert HR director or simply respond as and when needed, all the while ensuring you are up to date and compliant with employment legislation.

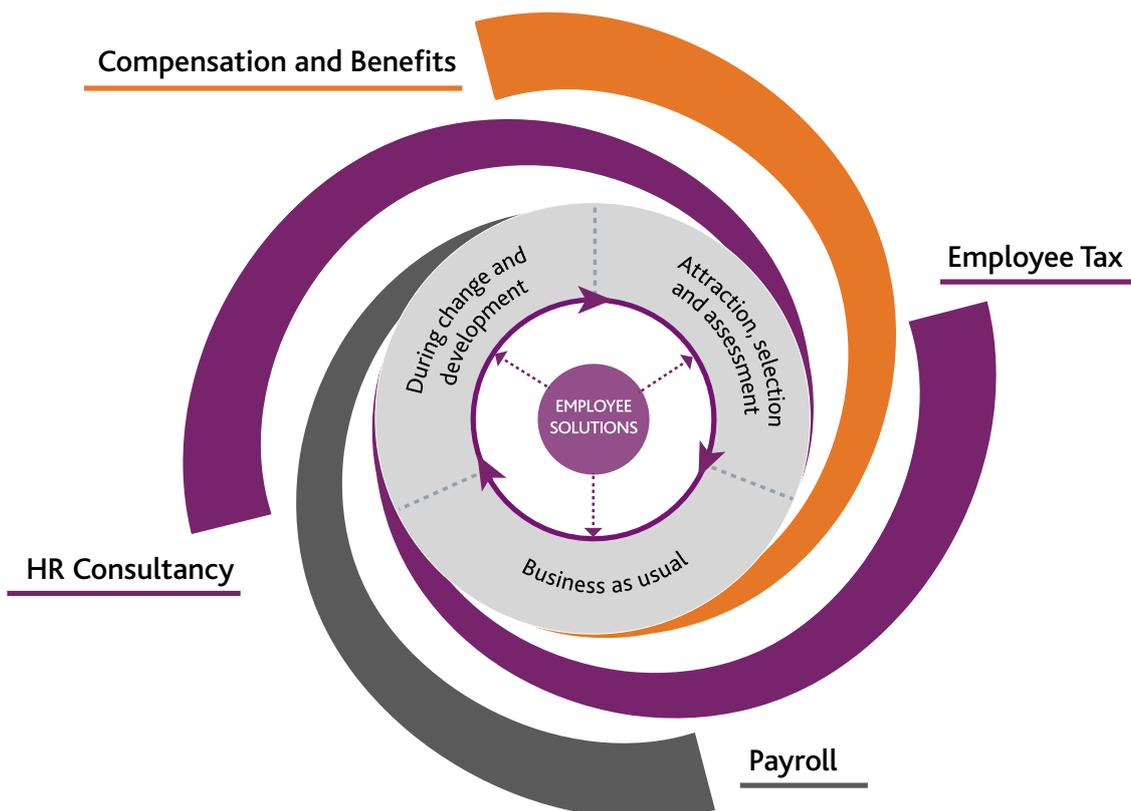
Tax-efficient benefits

It is the overall package that counts if you are not merely to attract but retain the people who will build your organisation. Salary and bonus levels are important, but benefits can also be a tax-effective way of rewarding employees and so, by extension, produce a better return on investment for the organisation.

Not only do we cover the full spectrum of benefits; we provide the administration to set up and run schemes, switch providers if necessary, and manage record keeping and reporting.

Providing tax management as well as efficiency, we can minimise your exposure to employment taxes not only by getting the figures right but by avoiding fines and properly scrutinising different arrangements with employees and contractors.

This can be usefully complemented by our payroll solutions, which as well as taking charge of expenses and benefits, P11D provision, dispensations and PAYE, can include making voluntary disclosures to HMRC.



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In this way, the individual expertise of our team members is combined and harnessed, not merely to package benefits for your staff, but to optimise their tax position and minimise your liability for VAT, corporation and other taxes, together with consideration of your overseas and cross-border employees.

Gaining maximum advantage from change

We are well versed in the changes that affect organisations and can help you negotiate any affecting yours, in part by providing training to those going through role transition but often, more simply, by ensuring teams and individuals understand what is expected of them.

We can support you through restructuring, redundancy and merger or acquisition, managing channels of engagement with employees, drafting communications and giving presentations, as and when required.

In anticipation of organisational change, the team can advise on all the likely ramifications, from tax and structure, to contracts and the culture of the organisation.

Our kind of client is every kind

Our track record of experience runs from religious orders and social enterprises to limited companies and professional partnerships, and from SMEs to national and international organisations. It makes no difference whether you employ only full-time staff, or a mix of volunteers, freelancers, members or contractors; we deal with all sizes and sectors, and tailor solutions to employment type and need.

A team you can believe in

As a leading firm of business service providers, Buzzacott gives you ready access to a range of solutions beyond those impacting employment.

The people you meet are the people you work with – and with a reputation for long standing client relationships, they will quickly become trusted advisers. You benefit from a professional team dedicated to your organisation, with the complementary expertise to provide a properly integrated approach.

A partnership for growth

The concept of a flexible service developed with trust and empathy into a partnership for growth typifies the Buzzacott brand. Through investing in the right people with the right blend of knowledge across the spectrum of employment solutions from HR and benefits through to payroll and tax; we can spot problems early, respond quickly to queries and produce solutions that are commercial, practical and cost-effective in meeting your organisation's objectives.

A comprehensive, one-stop service without the in-house overheads.

Solutions that are
commercial, practical
and cost-effective.

Buzzacott

Get in touch:

For more information about how we can support you, contact:

Kimberly Bradshaw, Managing Director of HR Consultancy: on +44 (0) 20 7556 1224 or at bradshawk@buzzacott.co.uk

Rachel O'Donoghue, Partner, Buzzacott Financial Planning: on +44 (0) 20 7556 1256 or at odonoghuer@buzzacott.co.uk

www.buzzacott.co.uk

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