

AdvantageHR

Your virtual HR Department, whenever you need it.....

Making Smart, Cost Effective Choices during a Recession.

The credit crunch, economic downturn or recession, whatever you call it there has been a considerable amount of media coverage lately concerning the current economic climate, and for most businesses and individuals such headlines are likely to cause concern.

In the last year we have seen many businesses large and small either attempting to weather the recession through downsizing or reducing operating costs. As more businesses seek to reduce operating costs this is likely to impact on their suppliers and therefore create a chain reaction for other companies seeking to reduce operating costs.

In recent months we have also seen a few high-profile, locally based international companies announcing redundancies as a way to tackle the economic downturn. AHR don't believe that reducing employee numbers is the first thing that a business should do and encourage employers to think critically about the essential priorities for their business and to focus on the things that will have the most robust financial impact before making any knee jerk reactions to cut employee numbers. Making a wrong decision could seriously affect the stability of a business in the long term, particularly with regards to ensuring that it retains the skills required for the future when business picks up, and pick up it will.

HR Outsourcing is a way to reduce internal overheads in a cost effective manner, with a professional and flexible outsourced HR support company you pay only for the services you use, as opposed to having an HR department that is not fully utilised.

Typically HR Outsourcing companies can provide the following services:

- Employment Law Advice
- Employee Handbook Development
- Policies and Procedures
- HR Administration
- On Site HR Support
- Advice and Guidance
- Recruitment Process Management
- Redundancy Management

The outsourcing of HR support is not just for those companies with an internal HR resource; those companies without an internal HR resource will often find the Directors or Senior Managers spending their time on HR matters, where they are likely to lack the time or specialist expertise in these areas and are therefore liable to make mistakes that can end up costing the company several thousands of pounds. Using an outsourced HR provider they can have the confidence that they are dealing with experts in their fields who have considerable experience of dealing with exactly the issues that Senior Managers and Directors will struggle with, and, in addition, will free themselves up to focus on developing their business.

If you would like see how AdvantageHR could help you to reduce operating costs or to see the full range of services that AHR can provide then please visit our website www.advantagehr.gg or call 01481 730737 to arrange an appointment.