



## HR TEAM - Outsourced/Insourced HR

Specialist HR Consulting with Over 20 Years' Experience

Harrisons' goal is to partner with employers to develop and implement people and culture management strategies that optimise employee engagement, achieve business goals, and ensure legislative compliance.

Our **HR Team** service is an **outsourced/insourced HR management service**, focusing on developing and implementing a **People and Culture Plan** that helps achieve your business goals.

HR Team has been specifically developed to assist businesses who may not be quite big enough yet to employ a highly skilled and qualified HR Manager but are experiencing ongoing team, performance and profitability challenges such as high employee churn, poor employee performance and misconduct, reoccurring compliance issues with Modern Awards, employment contracts, and unfair dismissal and/or bullying claims.

With HR Team, our diverse and multi-skilled team of professionals will partner with your business on either a short or long term basis. We will work with you to understand your business goals and people challenges and will review and plan **strategies to achieve improved productivity and profit** that could not be achieved in isolation.

### OUR POINT OF DIFFERENCE



#### FLEXIBLE

Our HR team scales in line with your business needs.



#### CAPABILITY & CAPACITY

Team of HR & WHS experts for advice, strategy and guidance.

Our team has expertise in HRM, business, psychology, law and WHS across various industries.



#### COMPLIANT TEMPLATES

Our templates, policies, procedures and forms have been developed by lawyers so you can feel confidence in meeting compliance requirements.

### OUR VISION & VALUES

At Harrisons, we have three core values we live by:



#### ACT WITH INTEGRITY

We consistently conduct ourselves with honesty and integrity, not compromising our values.



#### BACK THE TEAM

We support and develop each other as a team, and have fun at work.



#### DELIGHT THE CLIENT

We are dedicated to be partnering with our clients to help meet their goals.

# HR TEAM

## OUTSOURCED/INSOURCED HR MANAGEMENT SERVICE

As part of this service, one of our highly experienced HR professionals will become your dedicated HR Manager. In most cases, 2 to 4 days per week your HR Manager will work with you either in person or remotely, depending on the size of your business, your preference, and the complexity of your needs.

### INCLUSIONS:

- ✓ Comprehensive HR Audit & Plan
- ✓ Development Of HR Strategies Customised for Your Business Growth
- ✓ Dedicated HR Manager for Implementation
- ✓ Employee Engagement Surveys
- ✓ Organisational Structure Design
- ✓ Leadership & Culture Development and Coaching
- ✓ Vision, Values & Behaviours
- ✓ Systemisation of Policies, Procedures & Templates
- ✓ Establish & Manage Recruitment, Onboarding and Induction
- ✓ Reward & Recognition Programs
- ✓ Performance Management Advice & Coaching
- ✓ HR Information System for Automation & Time-Saving
- ✓ Health & Wellness Programs
- ✓ Workplace Investigations, Mediation & Advocacy
- ✓ Workplace Health & Safety
- ✓ Access to an Experienced Mentor for Strategy, Advice & Planning
- ✓ Access to Our HR Hotline  
Our team will always be available to answer questions and consult with you over the phone
- ✓ Access to Online Learning Tools & Resources

### BENEFITS



Decreased discrimination, bullying, unfair dismissal and workers' compensation claims



Accelerated business growth and profitability



Increases in employee productivity



Decreases in employee turnover



Creation of an amazing workplace culture with happy workers



Significant time and cost savings in recruitment and training



*"We are supported by the team of HR & WHS experts at Harrisons, thus saving on the cost of employing our own HR team that would not match the level of expertise and qualifications of Harrisons."*

~ COUNTRY CHEF

*"I felt comfortable knowing that Harrisons has the capability to handle our requirements and the consultants within our business are friendly, personable and helped strengthen our HR and Safety functions."*

BRISBANE CAMPERLAND ~



*"Thanks to Harrisons I'm confident my employer obligations are met, while improving our workplace culture. Our on-site HR Manager has been invaluable in handling employee issues and coaching our managers through sensitive issues with no business disruption."*

~ AUSDECK GROUP