

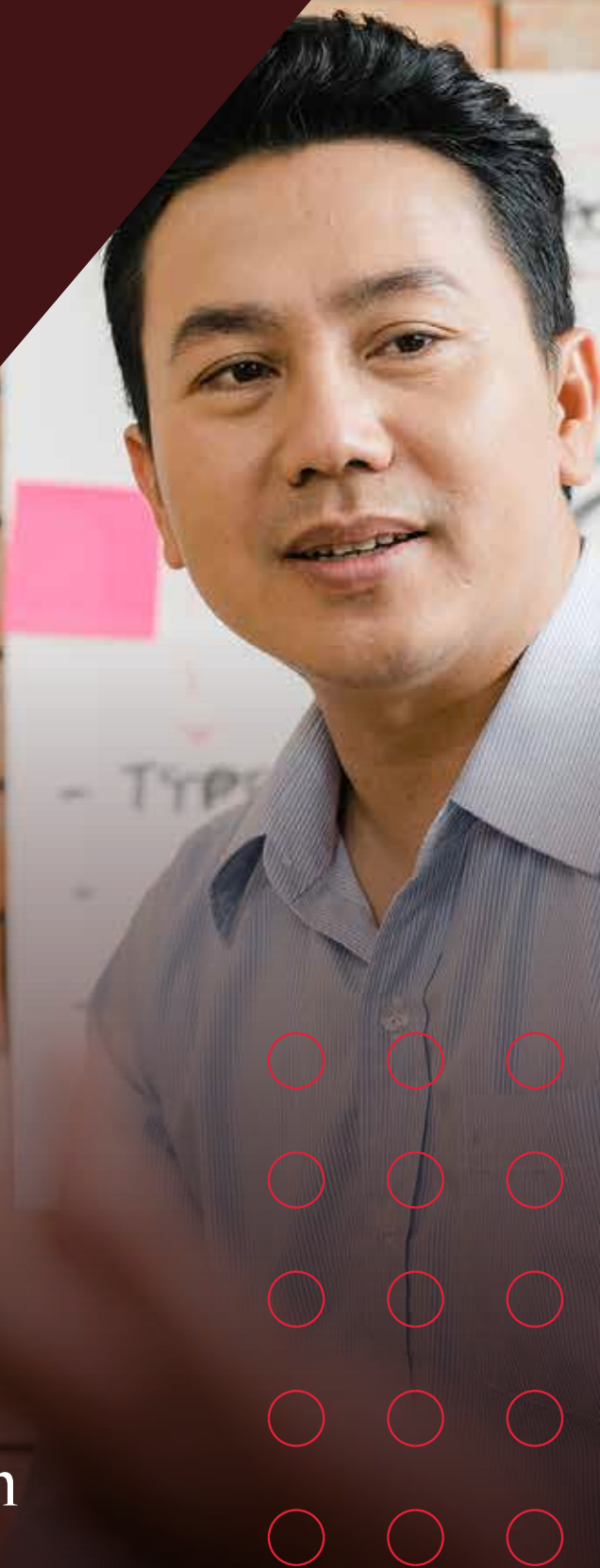
HR Health Check

Mitigating risk and
ensuring best practice

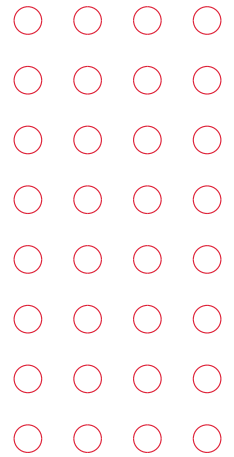
Helping people and
organisations thrive

www.seymourjohn.com

seymourjohn



What is an HR Health Check?



An audit of sorts, our HR Health Check is an independent and comprehensive review of an organisation's existing people practices, policies, and other HR-related documentation. It assesses both legal compliance and HR best practice to identify potential risks – both legal and financial – and suggestions for ways in which things can be improved. We recommend a health check for any new client we work with, as it underpins the success of all your people-related activities.

“SJ P&C delivered an extremely valuable and thorough review of our suite of policies and provided a comprehensive and streamlined set of supporting documentation. The project has equipped our in-house ER team and line management community to deal with ongoing management activities ensuring consistency and efficiency across our business.” James Fleming, Group HR Partnering Manager, NFUM

Why do I need one?

It is important to consistently review your people-related policies and procedures, as they are integral to delivering compliant and effective HR solutions. A health check will not only highlight the areas of risk, such as outdated contracts or policies, but will also help standardise processes and align HR goals with your organisation's strategic objectives.

What are the benefits?

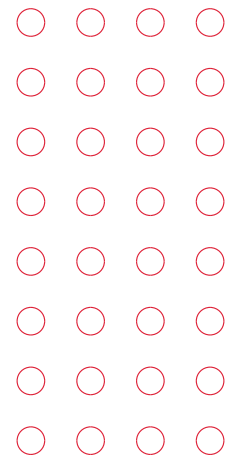
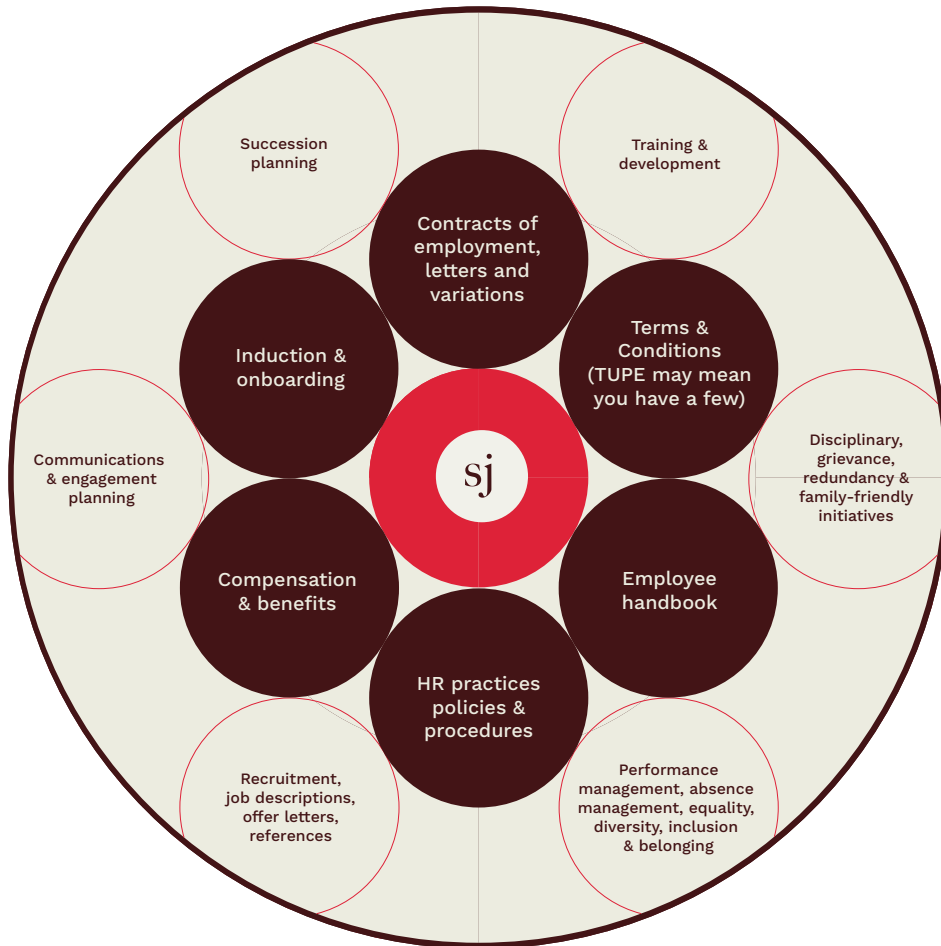
- Peace of mind that your organisation is legally compliant
- An opportunity to review and refresh your policies and procedures, adding new ones, where relevant
- Understand where you might want to implement best practice
- Reassurance for your employees that you are providing them with appropriate and relevant people practices
- Understand any risks to the organisation and put a plan in place to mitigate them
- Help inform HR projects for the future
- Highlight any training or investment required for your employees or leaders

Who is an HR Health Check for?

Our HR audit is typically aimed at SMEs. It is ideal for those with limited in-house HR expertise, as well as those with established HR teams who are busy dealing with the day-to-day running of the business and who may not have the time to step back and review.

What does it cover?

We will agree the scope of what you want us to review in advance. While we offer a flexible range of options, depending on how forensic an audit you require, typically, we include:



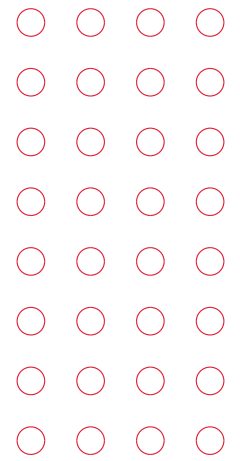
What will the results look like?

After reviewing your documentation and speaking with key stakeholders, we supply you with a report detailing our conclusions and recommendations. It will highlight good practice as well as areas for improvement, allowing you to understand what risks you have as an organisation.

Our recommendations offer a roadmap of actions, prioritising those that need immediate attention, to action required within 3-6 months, 6-12 months, and ending where no action is required.

We then provide next-step options that will enable you to decide how you might want to move forward.

An end-to-end people & performance partner



HR is so much more than a procedural nod to compliance. Approached strategically, it is a driver for organisational success.

By aligning strategy, structure, processes and people, our consultancy services and solutions impact positively on the performance of every part of your organisation, helping you unlock potential, reduce costs, and improve productivity.



We work collaboratively, depending on the complexity of the objective and your in-house capability. Ours is a transparent, cost-effective approach with a clear roadmap from assessment to action to results.

To arrange an expert, independent overview
of your people practices, speak to:

Jo Boichot

Director of People Services

07718 326296

jo@seymourjohn.com

Helping people and
organisations thrive

www.seymourjohn.com

seymourjohn