

# Human Resources

Today's modern organisation can only be successful if it maximises the return on the investment it makes in its most valuable resource: its people. With the challenges faced in the recruitment and retention of the right calibre of staff, this success is underpinned by an effective Human Resources function.



Tribal Managed Services can help you transform how employees are managed and motivated, through short-term consultancy, interim and project management, mentoring and long-term management of your HR function.

## Benefits to your organisation

- Improved HR strategy
- Stable, cost-effective HR operations
- More effective HR policies and procedures
- Transfer of risk and liability for people issues
- Compliance with legal, regulatory and best practice requirements
- Realisation of investment in HR systems

## Why Tribal Managed Services?

By working in partnership with the Tribal Managed Services team, you can access expertise gained from our work with public sector organisations across the country. We offer:

- An established track record of delivering management support
- Access to a breadth of expertise from professionals experienced in HR management
- Risk-reward contract agreements where remuneration is directly linked to service levels
- Proven methodologies for service delivery and support
- Quality assured services to the TickIT (ISO9001) standard

*"The key to a successful college is the people and this is the same with a managed service. The people need to be responsive to needs, have absolute commitment, be trustworthy and stick with it through all, to achieve common goals."*

Stella Mbubaegbu, Principal, Highbury College, Portsmouth

## Our services

### Consultancy

Tribal Managed Services offers specialist consultancy from a team of professionals experienced in working for and with organisations in the public sector. We offer short and long-term consultancy services covering the following areas:

- Strategic and operational audits
- Strategy and HR policy development
- Recruitment, selection and retention strategies
- Workforce monitoring
- Employee relations and employment law
- HR systems
- Training needs analysis
- Performance management
- Benchmarking

### Management support

A managed service enables you to transfer risk and liability for people issues, whilst still retaining key in-house staff. Tribal Managed Services can deliver a range of service models from full on-site management of your HR function, to interim management or mentoring support for an existing team. We can provide support in the following areas:

- Direct management of HR staff
- Recruitment and selection procedures
- Employment contracts
- HR information systems and services
- Statutory statistical returns
- Pay, reward & retention
- Absence procedures
- Grievance and discipline
- Leavers, welfare and retirement services
- Employment law
- Health and safety
- Training and development
- Performance management
- Quality review for teaching and training
- HR input into communication and strategic planning process
- Workforce monitoring
- Staff Joint Recognition arrangements and Collective Bargaining Machinery

### Project management

Change in HR strategy, policy and procedure often raises particularly sensitive issues which must be managed appropriately. To ensure success of HR-related projects and periods of significant change, you can draw on dedicated expertise from Tribal Managed Services to plan and manage projects on a day-to-day basis. For example, we can manage the implementation of new HR policy and procedure, an organisational re-structure or on-going recruitment campaigns.

For further information contact:

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