



advo

hr: passionate about people

HR CRISIS PACKAGE

During these challenging times, businesses may be facing uncertainty and considering restructures and redundancies, advo hr's crisis package offers businesses expert HR bespoke advice and guidance, delivered by CIPD qualified, experienced HR professionals. This comprehensive and competitively priced package includes:

A dedicated qualified HR professional will conduct an initial call to fully understand your business and any proposed redundancies to ensure legal compliance. During the redundancy process, you will then be provided with up to 1 hour* of telephone advice to support you through the redundancy process. This will include:

- **A review of the business case regarding proposed redundancies**
- **Advice about the consultation process**
- **Advice about a fair selection process**
- **Advice about the redundancy dismissal procedure**
- **Advice about the legal requirements relating to redundancy pay**

This advice will all be supported by accompanied documentation.

Pricing is based on the number of employees at risk of redundancy:

- **1 – 19 employees** **£ 500 total cost**
- **20 – 29 employees** **£ 750 total cost**

The amount shown is total cost (not per head) and all prices exclude VAT

If additional telephone support is required, in excess of 1 hour, this will be available at an additional cost of £75 per hour.

If there are more than 30 employees who at risk of redundancy, a separate competitive quote is available upon request.

We are also able to provide you with additional support, through our **HR Crisis Care** Package during and after redundancy.

If you would like to find out more, please email advo hr on advohr@advogroup.co.uk.

HR CRISIS CARE PACKAGE

Additional Support During and After Redundancy

In addition to the HR Crisis Package, advo hr are able to provide you with additional HR Crisis Care services tailored to your business to support you and your employees. Our HR Crisis Care Package is offered on a modular basis and dependent upon your particular requirements, can include some or of all the following: -

- **Active Participation in the Redundancy Process**

- Our qualified HR professionals will actively participate in the redundancy process. They can provide on-site or virtual compliant advice to managers and be present at relevant meetings.

Active participation in the Redundancy Process will be £500 per day or £275 per half-day (excluding the HR Consultant's expenses) and charged to the nearest half day. Any additional work will be charged at £75 per hour.

- **Management Training Workshop incorporating:**

- Legal responsibilities and good practice when managing redundancies
- Managing change following redundancies and motivating your team going forward

The Management Training workshop is half a day in total. All learning materials are provided and the cost of this half day training is £350 in total and can accommodate up to 10 delegates.

- **Redundancy Outplacement Support Workshop incorporating:**

- Career Transitioning
- Job Search Workshop
- CV & Cover Letter Workshop
- Interview Skills Workshop

The Redundancy Outplacement Support Workshop is one full day. All learning materials are provided and the cost of this full day training is £600 in total and can accommodate up to 10 delegates. *All prices exclude VAT.*

If you would like to offer your employees access to an Employee Assistance Programme to provide confidential counselling and advice on a wide range of personal issues, the advo Employee Benefits team can help.

If you'd like to find out more, please contact advo hr on advohr@advogroup.co.uk who will be happy to provide further information.