

## HR Case Study: IT Consultancy (Business Management Solutions)

**Client:** An IT consultancy providing business management and network systems solutions to a diverse range of Blue Chip companies.

**Client Profile:** International business employing 4,000 staff in 20 countries

**UK Employees:** 90

**UK Locations:** London, Brighton, Manchester, Newbury and Portsmouth

### HR Service Highlights:

- Demerger and acquisitions
- Employee transfers (TUPE)
- Collective consultation
- Fully outsourced HR service
- Employee administration
- HR database management
- Employment advice & support
- HR consultancy
- HR policies & procedures

### The Requirement

A fully outsourced HR service.

### The Service

1. Supporting the due diligence process for three business acquisitions - one relating to the Company's own acquisition and two relating to external acquisitions.
2. Supporting managers and staff in the demerger process; supporting the collective consultation process; advising the Company of its obligations under the Transfer of Undertakings (Protection of Employment) Regulations (TUPE); supporting the change management process leading to the Company's formation.
3. Supporting managers in the restructuring and reorganisation of the business following its initial establishment, its acquisition and subsequent change management programmes following new acquisitions. Each phase in the Company's

4. Initial development and ongoing revision of all HR 'systems' including the staff handbook, contracts of employment and HR Policies & Procedures.
5. Consolidating HR policies and employment arrangements in four group companies into a single set of HR policies, procedures and processes.



6. Development and implementation of a staff appraisal and development system.
7. Implementation of a web-enabled HR database (or HRIS) including collection and verification of employee data, population of data fields, implementation of on-line employee self-service functions and training employees in access and use of the system.

### The Results

The Company, established in 2002, has undergone considerable change in the past 7 years with its acquisition by a major European information system infrastructure group in 2006 and the subsequent acquisition of a network solutions business in 2007, an IT consultancy in 2008 and a telecoms business in 2009.

As the Company's HR Consultants in the UK, we have fully supported this business through all these changes.