



Capsticks HR Advisory Service

Managing Change

Who are we?

We are a firm that works across all sectors both public and private and understand the challenges you face. Capsticks' HR Advisory Service (HRA) was initially developed as an outsourced employee relations service but has since been developed in line with the needs of our clients to encompass other broader HR offerings. We have established ourselves as market leaders in the healthcare market for delivering joined-up strategic HR support and outsourced ER services to a range of healthcare clients. Uniquely, because our service is embedded in a law firm, we provide joined-up solutions that incorporate human resources best practice and employment law compliance.

What do we offer?

- We can support you with major and minor change management projects ranging from mergers (including STPs), organisational restructuring exercises to individual change management support.
- Carter Review – assisting in the review of back office functions and the development of shared services.
- Our expertise in managing change initiatives can help you redesign your organisational structure to suit your needs and manage the resultant work without affecting day to day delivery.
- In cases where there are many stakeholders i.e. STPs we will work as an objective, independent partner in accordance with set KPIs and objectives.
- You can rely on us to help you with end to end support from redesign to implementation and beyond.
- We also provide best practice guidance on policy frameworks, recruitment, workforce planning and design and delivery of training programmes arising from transition.

How do we work?

Our packages are designed to meet your requirements, providing value for money. We provide the team, sophisticated IT systems and the knowledge to ensure your needs are met in a way that works for you. Whether this is a dedicated on site team or a team that works at arm's length on your behalf, our flexible approach ensures we deliver to time and to brief.

How do we know it makes a difference?

There are a number of benefits to using our service, these include:

- Dedicated and experienced HR practitioners with proven track records of delivery.
- Fixed fees in line with your budgetary requirements.
- Legal advice via the practitioner ensuring no additional risk.
- Your in-house teams are freed up to concentrate on the delivery of other strategic objectives and meeting service requirements.
- Sharing best practice gained from our expertise with a range of healthcare, public and not for profit bodies.
- Working to clear KPIs to deliver an effective service, with regular reporting to ensure the delivery of a timely and quality service.
- Cost effective, tailored solutions to support cost reduction for corporate functions such as HR.

For more information please contact:



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