

# HR Solutions

*...providing flexible outsourced support*

## **Economic downturn, the credit crunch and imminent recession, Outsourced HR, helping companies reduce operating costs**

There has been a considerable amount of press lately concerning an economic downturn, the credit crunch and imminent recession, for most business and individuals such headlines are likely to cause concern. Already we have seen many organisations large and small either attempting to weather the recession through downsizing and reducing operating costs before the storm hits or as a result of their clients reducing demand for supplies and services, and therefore a downturn in business. As more companies seek to reduce operating costs this is likely to impact on their suppliers and therefore a chain reaction to companies seeking to reduce operating costs occurs.

In the later part of this year we have also seen high profile companies announcing redundancies as a way to tackle the economic downturn. We don't believe that reducing employee numbers is the first thing that a company should do and encourage employers to think critically about the essential priorities for their business and to focus on the things that will have the most robust financial impact before making any knee jerk reactions to cut staff overheads. Making a wrong decision could seriously affect your business in the long term, particularly with regards to ensuring you retain the skills required for the future when business picks up.

HR Outsourcing is a way to reduce internal overheads in a cost effective manner, with a professional and flexible outsourced HR support company you will be able to pay for the services you use, as opposed to having a HR department that is not fully utilised.

Typically HR Outsourcing companies can provide the following services:

- Advice and Guidance
- Legal Advice
- Handbook Development
- Policies and Procedures
- On Site Support
- HR Administration
- Recruitment Process Management
- Redundancy Management

The outsourcing of a HR requirement is not just for those companies with an internal HR resource, for those companies without an internal resource will often find the Directors or Senior Managers spending their time on HR matters, where they are likely to lack expertise in these areas they are prone to make mistakes that can end up costing the company several thousands of pounds. Using an outsourced HR provider they will have the confidence that they are dealing with experts in their fields who are a vast amount of experience of dealing with exactly the issues that Senior Managers and Directors will struggle with.

If you would like see how HR Solutions could help you to reduce operating costs or to see the full breadth of services that HR solutions can provide then please visit our website ([www.hrsolutions-uk.com](http://www.hrsolutions-uk.com)) or call 01536 484 552 to arrange an appointment.