

Shrewd HR

Your Complete HR Partner

Ad-hoc | Retained | Recruitment | Training

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Your Complete HR Partner

The HR expertise your business needs, when you need it.

Shrewd HR brings together HR support, employment law, HR recruitment and management training through one experienced team.

From growing businesses needing access to HR expertise, to established organisations with their own People teams, we work alongside our clients to provide the support, specialist knowledge and additional capacity they need.

Whether we're solving an immediate people issue, providing ongoing support or bringing specialist expertise into your business, our role is simple: to help you make the right people decisions.

One relationship. One team. Complete HR support.



Our Services



Four services. One Team.

Every business is different, and what you need from HR will change as your business grows and evolves.

That's why our support is designed to flex around you. Use us for a one-off requirement, an ongoing partnership or additional expertise alongside your existing People team.

Everything is delivered through one connected team, so you can access the support you need without having to manage multiple providers.

No one-size-fits-all approach.
No unnecessary long-term commitments.
Just the right support for your business.

Retained HR



Your HR function, working alongside your business.

As your business grows, **HR becomes an increasingly important part of running it well.**

Our Retained HR Support gives you consistent access to experienced HR professionals who understand your organisation, your people and your priorities.

As your retained HR partner, we work as an extension of your team, building trusted relationships with your leaders and managers and becoming a familiar, accessible HR presence across your business.

You'll have a dedicated HR consultant as your main point of contact, **supported by the expertise of our wider team of HR and employment law specialists.**

So while you have someone who really gets to know your business, **you're never reliant on the expertise of just one person.**

We support you throughout the employee lifecycle, from recruitment and onboarding through to performance, development, employee relations and people leaving the business.

We'll also help strengthen your HR processes, support your people initiatives and identify potential issues before they become bigger problems.

Your dedicated HR consultant. Backed by a complete team of HR experts.

A Proactive HR Team You Can Trust

Your retained support is designed to keep us regularly connected to your business, rather than simply being there when something goes wrong.

Your dedicated time will usually be spread across the month, **giving your HR consultant regular contact** with your leaders and managers and the flexibility to respond as priorities arise.

Flexible support that works around you.

There are no fixed-term contracts. We review your level of support every quarter to make sure it continues to meet the needs of your business.

If those needs change, **we'll discuss and agree any adjustment with you**, so you continue to have the right level of HR support in place.

Our retained packages are based on the amount of dedicated HR support your business needs each month:

Half a day per month | £250+VAT
One day per month | £500+VAT
Two days per month | £1,000+VAT



Your dedicated HR consultant.
Your wider HR team.
Here when you need us.

Ad-hoc HR



Amy Chandler
Head of HR Projects and Operations

Expert HR support, whenever you need it.

Not every business needs ongoing HR support, but every business will need HR expertise at some point.

Our Ad-Hoc HR Support gives you **direct access to our team of HR and employment law specialists whenever you need us**, with no retainer or ongoing commitment.

Whether you're dealing with an employee issue, reviewing contracts or policies, managing a grievance, disciplinary, performance or attendance matter, we'll help you **understand your options, decide the right approach and take the next steps with confidence.**

We'll be part of your team.

We can advise and guide you, prepare the documentation you need, work alongside your managers, attend meetings and support the process through to its conclusion.

We also work alongside **established internal HR teams**, providing additional expertise, impartiality or capacity for complex employee relations matters, workplace investigations, grievances, disciplinaries and appeals.

Straightforward, transparent pricing.

Ad-hoc HR Support | £110 + VAT per hour
Registered Charity Rate | £95 + VAT per hour
Specialist Employment Law Advice | £195 + VAT per hour

HR Projects



Stan Heslop
Senior Employment Law Adviser

Defined projects. Clear outcomes. Agreed costs.

Some HR requirements are better delivered as a clearly defined project with agreed outcomes, timescales and costs.

This may include:

- Restructures and redundancies
- TUPE, mergers and acquisitions
- HR compliance reviews
- Employment contract reviews and updates
- Staff handbook reviews and updates
- Workplace investigations
- Organisational change
- HR audits and process improvements
- Other defined people projects

We take the time to understand **what you need to achieve**, then agree the scope, deliverables, timescale and cost before work begins.

You'll have a clear understanding of what we'll deliver and what it will cost, with **the right expertise from across the Shrewd HR team brought in when needed.**

One project. A clear scope. The expertise to get it done.

HR Recruitment

Shrewd Hire

HR recruitment, led by HR experts. Built for better hiring decisions.

When you need more HR capacity or expertise, **recruiting another person isn't always the only answer.** And when recruitment is the right decision, replacing an existing role like for like may not be what your business now needs.

Shrewd Hire combines **specialist HR recruitment** with the practical expertise of the wider Shrewd HR team.

Before we start recruiting, **we help you understand what HR capability your business actually needs.**

We look at your existing HR provision, your people priorities and your plans for the future.

The right solution might be a senior HR appointment, a more junior HR professional supported by our wider team, or **additional HR consultancy support without adding permanent headcount.**

When recruitment is the right solution, we recruit across every level of HR, from your first HR professional and additional capacity within an established team through to specialist roles and senior HR leaders.



Natalie Macpherson
Head of Shrewd Hire

We help you understand:

- What HR capacity you already have.
- Where the gaps are.
- What your business needs are now and in the future.
- The right level of HR expertise for your organisation.
- Whether recruitment is the right solution in the first place.

The right HR solution.
The right level of expertise.
The right hire, when you need one.

More Than HR Recruitment

The right HR resource for your business.

Your HR needs don't always fit neatly into a full-time role. You may need additional capacity for a few hours or days each month, temporary support following a resignation or extended leave, or additional expertise while your existing team develops.

Because Shrewd Hire is part of the wider Shrewd HR team, **we can help you find the right balance between internal resource and external expertise**, rather than assuming every gap needs another permanent hire.



Every assignment starts with our HR Recruitment Diagnostic

Our HR recruitment expertise, established network, targeted search and assessment process help us **identify people with the skills, experience and approach your organisation needs.**

And our involvement doesn't have to end when someone accepts the role. Where needed, **the wider Shrewd HR team can continue to provide onboarding support**, professional guidance and additional HR expertise as your new hire and organisation develop.

Before beginning a search, we take the time to understand your current HR provision, identify what you need and agree the right approach.

Because the right recruitment decision starts with understanding what your business actually needs.

HR & Management Training

Practical training for confident, capable managers.

People are often promoted into management roles because they're good at their job. That doesn't automatically give them the **skills or confidence to manage people effectively.**

Without the right support, managers can avoid difficult conversations, apply processes inconsistently or allow straightforward concerns to develop into more complex people issues.

Our HR and management training gives managers the **practical knowledge, tools and confidence** to lead their teams effectively, address concerns early and make fair, consistent people decisions.

Every session is delivered by **experienced HR practitioners who deal with real workplace situations every day.** Our training goes beyond theory, using practical examples, discussion and realistic workplace scenarios that managers can apply back in the workplace.

We build confident and capable managers through our management training programme, which includes:

- Bespoke line management development.
- Sexual harassment and workplace conduct.
- Performance and absence management.
- Difficult workplace conversations.
- Recruitment and interviewing skills.
- Workplace investigations
- Employment law updates and briefings.



Practical training.
Real HR experience.
More confident managers.

Managing with Confidence

Practical management skills for real workplace situations.

Managing with Confidence is our flagship development programme for new, aspiring and existing line managers.

It is designed for people stepping into management for the first time, managers who have never received formal people management training, and experienced managers who want to refresh and strengthen their approach.

The programme focuses on the practical skills managers need every day, helping them build confidence, handle people situations effectively and manage their teams fairly and consistently.

Practical training.
Real HR experience.
More confident managers.



The programme developes essential line management capability across six practical modules:

Session 1
What Makes a Good Manager
Understanding the manager's role, setting expectations and creating the foundations for effective people management.

Session 2
Recruitment and Onboarding
Recruitment best practice, effective interviewing and helping new employees make a successful start.

Session 3
Communication Skills
Communicating clearly, listening effectively and approaching difficult conversations with confidence.

Session 4
Absence Management
Managing short-term and long-term absence fairly, consistently and appropriately.

Session 5
Performance Management
Understanding the manager's role, setting expectations and creating the foundations.

Session 6
Handling Formal Processes
Understanding investigations, disciplinary matters and grievances.

We're a trusted HR partner.

With a strong reputation, established businesses choose us to be their HR partner.

Newcastle Eagles Basketball

Durham Cricket

Durham

Aelius Biotech™ From Lab To Life

True Potential

Seriös Group

AR Power intelligent solar design

NFU Mutual

True Padel

Google Reviews ★★★★★

True Padel ★★★★★

"Shrewd HR has made HR matters far easier to navigate, giving us confidence that we're doing things properly while still supporting our staff in the right way. We'd highly recommend Martin and Shrewd HR to any businesses looking for reliable, effective HR support."

Find more Google Reviews by searching "Shrewd HR" in Google or Safari.

Let's talk about your HR.

Get in touch to see how Shrewd HR can support your business

Contact us

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