

Retained Service Options: Mid-tier organisations

Organisations are often faced with so many options when it comes to managing their "most important asset"; their people! Clarian HR works with Leaders and Managers to remove the pain, and create a more energised, productive and profitable workplace.

Because there are so many discrete needs for so many different businesses, it can be difficult to prescribe up front, the solutions that will best suit your culture, your needs and your budget. However, here are 3 packages we believe will suit most organisations that don't already have HR support internally. We do recognise however, that each business is unique, so we provide a scalable solution to meet your specific needs.

Best (including Better and Good)

\$5,500 + GST per month; Minimum commitment 18 months

*identifying and supporting the development of your future talent

Your people strategy is implemented

- Introduce the Driving Potential framework*
- Your succession plans identified and managed
- Your people budget managed

Your people perform

- Your people are motivated and energised
- Your people have strategically aligned objectives and KPIs

Your team are developed

- Your managers individually coached (4 managers)
- Your future leaders know how to achieve

Your people are rewarded

- Your reward mechanisms are future proofed
- Your people are incentivised

Your change is managed

- Your culture is developed and protected
- Your processes, strategy and structure are aligned
- Your people are engaged

Better (including Good)

\$4,000 + GST per month; Minimum commitment 12 months

*combines values, strategic goals and competencies to achieve the right outcomes and behaviours

Your People Strategy is defined

- Introduce the CHR Driving Performance framework*
- Your people risks are identified and mitigated
- Your staff are engaged and motivated
- Your structure supports your goals

Your team are developed

- Your people managers can manage
- Your staff are accountable for their own development
- Introduce the CHR Kitbag programme

Your people are rewarded

- Your people are valued for their contribution

Your people administration is in order

- Your HR processes are made available online

Good

\$2,500 + GST per month; Minimum commitment: 8 months

*an additional fee of \$500 per month for each full time contractor will be incurred

Your people perform

- Your people are appraised and their work evaluated
- Your managers are capable of managing performance and disciplinary action
- Your existing issues are resolved

The right people are in the right place

- The right people are selected
- Your contractors sourced*
- Your starters are inducted and your leavers are managed

Your team are developed

- Your training needs are understood and planned
- Your managers are developed on the job

Your people administration is in order

- Your documentation is compliant and understood
- Your managers and staff are educated

All packages include day to day management of the HR function including:

HR Administration

- Manage documentation & communications for starters & leavers
- Support recruitment process including advertising and short listing
- Support induction and probation preparation and delivery
- Manage all employee correspondence and personnel files
- Provision of monthly HR metrics

HR Service Delivery

- Support the performance review process
- Policy guidance
- Support the management of poor performers
- Attendance at monthly management meetings
- Providing general on the job coaching as required
- Interview support during recruitment

These prices relate to businesses with 5-80 employees; additional costs may be incurred for project work and/or additional items not displayed; tailored packages are available