

HR consulting and project management

We recognise that our clients needs for support around employment law and health & safety can often be enhanced by specialist human resources consultancy.

Our combined offering provides clients with the best of all worlds, Our HR specialists can provide expert support exactly when and where it is needed, providing clients with the expertise to handle large and complex exercises with the minimum of fuss – giving you peace of mind and confidence that you will get the outcome you need.

We agree a fixed price and delivery date for each project up-front so that you know exactly what to expect and when the work will be completed.

See overleaf for details of just some of the areas where we can help your business.

40% of our business comes to us directly from existing client recommendations.



“ We were very pleased with the support we received from Law At Work around developing our HR function. In particular, we were delighted with the help we received when we were negotiating recognition agreements with the unions. Having someone from LAW with us at the negotiating meetings was a great comfort and gave us confidence in an area where we had limited expertise. ”

Janice MacNeill, Principal,
Donaldson's School, Linlithgow.

Minding your **business.**

LAW
LAW AT WORK

Among our HR consultancy services are the following:

Job evaluation and total reward

- Job evaluation implementation – from start to finish (including focus group and 1-1 job analysis, scoring, communications and appeals)
- External pay and conditions benchmarking and analysis.

Recruitment and selection

- Advertising, job descriptions, person specifications, application forms and selection matrices
- Response handling
- Competency based interviewing
- Psychometric testing
- Offering and referencing
- Executive and trustee selection.

Performance and talent management

- Tailored appraisal and review templates
- 360 degree assessments.

Absence management

- Development of monitoring processes
- Sick pay scheme design
- Disability discrimination compliance.

Discipline and grievance support

- Hands-on investigations including full written report
- Attendance at internal disciplinary and grievance meetings
- Independent appeals arrangements.

Staff surveys

- Employee engagement
- Terms and conditions
- Other bespoke issues.

Employee relations, redundancy and change management

- Hands-on informing and consulting and transfer of undertakings (TUPE) support
- Trade union recognition, relationship management and dispute support
- Structural review, job design and job-matching assistance.

Equality

- Equal opportunities monitoring and analysis
- Equality scheme development and auditing
- Equal pay reviews.

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