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From the small business network

Efficiency: SJ Beale HR Consult Ltd

"It is important to be able to offer an efficient service working as an independent HR consultant providing employment law advice to small businesses"

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It is important to be able to offer an efficient service working as an independent HR consultant providing employment law advice to small businesses. Although I offer a comprehensive HR service, from time to time there is often a need to bring in another supplier to provide an additional service which increases my efficiency. Therefore it has been essential to develop relationships with partners who could enhance my client relationship.

For example, when dealing with sickness absence cases, a client will often need to gain independent medical advice to take further action. One of my partners is an occupational health adviser who can give advice on disability, ill health terminations and managing long term absence.

<http://www.guardian.co.uk/small-business-network/2013/mar/26/best-practice-efficiency-sj-beale-hr-consult-ltd>

Many small businesses struggle with payroll requirements and outsourcing can often be an effective solution in terms of time and cost. My payroll provider partner is currently advising clients on the implications of real time information, the latest HMRC initiative.

Health and safety is not part of the HR remit, and therefore, now having a reliable health and safety adviser who offers health and safety services is invaluable as requirements continue to increase.

The next big HR issue to hit small- to medium- sized businesses in 2014 is the implementation of pension auto enrolment. This statutory process carries the imposition of huge fines for non-compliance. While HR consultants cannot implement pension schemes, I can advise on the day-to-day procedures and provide template documentation.

My customers now benefit from a one-stop shop for HR services.

Sandra Beale is a HR consultant at [SJ Beale HR Consult Ltd](#)