

ABBISS CADRES

YOU AND YOUR PEOPLE

Law & Tax

People Consulting

Communications

HR Services:
Helping you to help your clients



CELIA ALLIANCE

Law and Tax for **International** HR

Helping you to help your clients

Abbiss Cadres work with a wide range of professional services firms in the UK and internationally to help meet their clients' HR-related needs. Our highly experienced team offers a unique combination of integrated HR expertise covering regulated law, tax and pensions services as well as broader HR and communications consulting.

Our professional clients use our services to enhance their own trusted adviser status by ensuring that their clients' HR-related needs are addressed.

HR Services

MEETING YOUR NEEDS AND THOSE OF YOUR CLIENTS

- Your clients may look to you for help if they do not have an HR function, if their existing capability is already overstretched, conflicted or, if it simply does not have the expertise to deal with complex issues.
- Rule 5 of the SRA Code of Conduct actively prevents or discourages solicitors from undertaking operational HR work for clients where there is a risk of them being called as a witness in subsequent litigation.
- Our Consultants are here to help you meet your clients' needs and thereby enhance your client relationship.

THE CONFIDENCE OF SRA REGULATION

- Abbiss Cadres was among the first wave of Alternative Business Structures licensed by the SRA. Like you we are regulated by the SRA.
- When our HR consultants help you and your clients in connection with the application of your legal advice our work is regulated by the SRA.
- SRA regulation gives you and your client the reassurance of the highest levels of professional service and confidentiality in relation to often sensitive HR issues.

EXPERIENCED, EXPERT HELP

- Our HR consultants are seasoned practitioners offering a range of experience, up to and including senior global HR leadership at board level.
- We offer a wide range of sectoral experience, from professional services firms, through to pharmaceuticals, finance, telco and software companies, and every size of company from international giants to small VC and PE backed start-ups.
- Our expertise covers every aspect of operational HR from day-to-day support, through to more complex restructurings, strategy development, change management, and employee communications expertise.

A COMPLETE HR CONSULTING SOLUTION

Our HR team combines with our other in-house consulting services - including those dealing with executive remuneration, global mobility, pensions and broader business psychology, to provide a total people consulting solution for your clients.

COMPLEMENTARY LEGAL AND TAX SERVICES

If you wish we can provide other complementary legal and tax services for HR if and as required to meet your clients' needs, just as we do for some of the world's largest international law firms.

How we work with you

The way we work with you, and our level of visibility to your clients, is up to you. We can work either as an extension of your team, and have as little or as much client contact as suits you, or we can be engaged directly by your client.

TEAMWORK AND COMMUNICATION

However you prefer us to deliver our services, the key to our success is effective teamwork. We tailor our approach to your organisation and your requirements. Our people have experience working with a wide variety of professional services firms in the UK, and are accustomed to working in multi-disciplinary and joint project teams.

If your preference is for us to work directly with your clients, then we will ensure that you are kept involved and informed to whatever extent you and your clients wish. We write this into our engagement terms.

YOUR CLIENT, OUR PROMISE

We are here to provide you with a service solution. Whether or not any of our services compete with yours, we will never offer any of our services or market to, or accept engagements from your clients without your consent, during or after being engaged by you. If you wish us to be engaged directly by the client, we will not offer any additional services which compete with yours.

OUR APPROACH TO COSTS

Our costs are competitive. We are happy to enter into fixed price and capped pricing arrangements, where practical. If our engagement is with you, then as part of our ethos of team-working, we will agree with you when we are to be paid in line with your billing cycle and payment expectations.

HR Services

The range of HR services we offer includes:

- Assessment and selection – assessment tools and processes, training, competency and role profiling, as well as support in interviewing and selection.
- Performance management – appraisal and performance structure and process design to running processes and holding grievance and disciplinary meetings.
- Organisational design – organisational structure design, culture change, job evaluation and succession planning.
- Change management – design and implementation of change management initiatives and strategies, including employee research, engagement events, communication planning, training and coaching.
- Coaching and development – development of individuals and teams, including learning and development strategy, and leadership and management skills development.
- Employee communications – from developing a communications strategy and content development and delivery to internal training of key personnel.
- Advising on pensions provision - life assurance and similar benefits for staff including pension communications, staff handbook and liaising with the independent financial adviser in choosing the pensions provider.
- General HR support – “hands on” operational support to help with day-to-day issues from office set up to routine management.

We can provide long or short term on-site support for your clients to help with day-to-day HR issues, or specific project resourcing, as required.

Contact us

For more information on how we can help you, visit our website at www.abbisscadres.com or contact our team.

Abbiss Cadres LLP
4 St Paul's Churchyard
London
EC4M 8AY

T: + 44 (0) 203 051 5711
F: + 44 (0) 203 051 5712
E: info@abbisscadres.com

Keep up to date with the latest people, law & tax updates

Twitter: [@Abbiss_Cadres](https://twitter.com/Abbiss_Cadres)

LinkedIn: www.linkedin.com/company/abbiss-cadres-llp

London office and meeting rooms:

4 St. Paul's Churchyard, London EC4M 8AY T: + 44 (0) 203 051 5711 F: + 44 (0) 203 051 5712

www.abbisscadres.com

www.celiaalliance.com

Abbiss Cadres LLP, registered number OC339497, is authorised and regulated by the Solicitors Regulation Authority in respect of carrying on any legal activities which fall within section 12 of the Legal Services Act 2007. Our general HR consulting, communications and business support services not involving legal or tax services are unlikely to be regulated. If and when we are retained to carry out work we will inform our client of whether and how the services we are to provide are regulated and how this affects the protections available to that client.