



## Introduction

In a business, people are the most important asset. Small to medium sized enterprises (“SME”) often find themselves without an internal human resource function as it is typically not economical to have a full time, dedicated resource.

HR Operations Advisory is a smart, strategic solution providing specialist HR support to assist SME’s navigate and grow their workforce of the future.

Having the right HR support is critical to ensuring engaged, healthy and informed employees. Having a safe, happy and motivated workforce is proven to drive greater productivity in any business. It is also essential to minimise the risks associated with employing people.

## What is HR Operations Advisory?

We are a team of experienced HR practitioners who provide an operational alternative or addition to internal HR support. We provide on demand, independent and practical HR expertise to help businesses manage their people and culture needs.

### HR Operations Advisory can provide the following services:

- HR health checks and risk assessment
- Policy and procedure review or development
- Access to on-demand senior Human Resources advisory expertise
- Culture, compliance or forward thinking workshop facilitation



Our HR Operations Advisory service is both proactive, guiding business with tools and best practice for future workforce needs and reactive, for times where specialist support is required to manage risk within a business.

## HR Operations Advisory is able to support businesses to:



## Is HR Operations Advisory right for you?

HR Operations Advisory is currently being used by businesses who are anywhere from the start up phase to long term established operations that do not currently have an HR function or that hold a small HR function needing additional expertise.



### Case study

The owner of a manufacturing business approached PwC to support them through a transformation phase, allowing the business to survive an unexpected market disruption. As part of this strategy, the HR Operations Advisory team was engaged to plan for and execute a delicate workforce restructuring program that impacted a number of roles across a workforce of 65 employees.

Without full-time HR resources, the business lacked specialist expertise in planning and managing redundancies, a gap which PwC was able to fill. In addition, through a program of workshops and training, PwC worked with the remaining employees to build resilience and a positive workplace culture under the new operating model. This program was so successful that the business has now retained PwC's HR Operations Advisory services on an ongoing basis to provide HR operations support as well as an annual HR health check as it starts to grow once more.

## What are the benefits of using HR Advisory Services?

Accessing on-demand HR support provides businesses with the agility to move quickly to respond to potential issues as well as to plan for future opportunities and needs.

Businesses seeking high level expertise are able to access skills and experience which would not ordinarily be economical. Having HR Operations Advisory support also assists manage the increasing risk around the vital people matters of any business.

Our HR specialists are part of a broader team of experts, who are able to support with your range of people and business requirements, including workplace law, payroll, outsourced CFO, remuneration and employment taxes.



## Let's talk

For more information about Human Resources Operations Advisory, please contact one of our specialists:

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