



Harmonious Relationships Create Freedom

Our Core values are the guiding principles which define us as a business and which govern our actions. Located in the heart of the beautiful Strathearn Valley, we consider ourselves uniquely placed to service all of our clients.

We know and understand the many and varied challenges facing employers and the cost of ensuring that you are HR compliant, which may appear at first hand all too high, but the cost when you get it wrong can be staggering and burdensome, especially in the Voluntary Sector. This is why pHReedom offer their Voluntary Sector Clients a preferential rate.

Ever conscious of our Community Social Responsibility, we give charitable based Organisations ‘special rates’ not otherwise offered to the Commercial Sector. In particular any ACOSVO Member who signs up to pHReedom HR shall receive a complimentary voucher entitling them to 1 hour of our time which can be used for or towards any of our services including Coaching, Mentoring and Consultation.

Unpretentious, we are precise and unambiguous, straight forward and genuine. pHReedom HR Ltd provides you with a full spectrum of HR services as set out below. Our Monthly payment scheme works in the same way as a domestic utilities bill. We only charge you for what you use. We won't charge you for what you don't.

To find out more, please give us a call or look us up online. We look forward to helping you make your Organisation a great place to work. Annie Leaver, Managing Director, pHReedom HR Ltd

www.phreedomhr.com

annie.leaver@phreedomhr.com

PHREEDOM HR LTD	WHAT WE CAN DO FOR YOU
<p>DISCIPLINARY AND GRIEVANCE</p> <p><i>"I hear and I forget. I see and I remember. I do and I understand."</i></p> <p>Confucius</p>	<p>Independent Investigations. Onsite Disciplinary and Grievance Hearings. Appeal Hearings Mediation</p>
<p>POLICIES AND PROCEDURES</p> <p><i>"Say what you mean, do what you say, and remember actions are like seeds which grow."</i></p>	<p>We will write your bespoke and specific HR Policies and Procedures. We'll update those you have. We'll make sure your Policies are defensible. We'll write or update your Employee Handbook.</p>
<p>PERFORMANCE MANAGEMENT</p> <p><i>"Partnership and harmony means being here when you need us."</i></p>	<p>Risk Assessments. Performance Reviews. Writing Performance Appraisal Systems. Absence Management.</p>
<p>EMPLOYMENT TRIBUNALS</p> <p><i>"Calmly fostering the route to resolution."</i></p>	<p>Conciliation. Representation. Settlement Agreements.</p>
<p>CONTRACTS OF EMPLOYMENT</p> <p><i>"An Agreement between us and the foundation of clarity."</i></p>	<p>Writing Contracts of Employment. Updating Contracts of Employment.</p>
<p>MEDIATION</p> <p><i>"Confront the past and value the future."</i></p>	<p>Work place Mediation. Coaching. Conflict Resolution.</p>
<p>HR CONSULTATION</p> <p><i>"Our uniqueness is that we truly care about you, your employees, and your Organisation."</i></p>	<p>Telephone and e-mail Helpline. Pragmatic onsite assistance, help, and support. Coaching, Mentoring and Consultation</p>