

# BEANSTALK HR PRICING AND SERVICES

## Our Services

### Starting Out Right

**We're here to make sure you comply with your duties as an employer and navigate you through everything you need to do to set your employees up for success.**

- **FREE Power Hour** – let's get to know each other with a no obligations chat about where you are and what you're looking for people-wise.
- **HR audits and starter packages** – We look over all your people policies, contracts, and processes such as onboarding and appraisal, giving ideas for improvements and filling gaps. If you are starting from scratch we tell you what you need based on your plans.
- **Mission and values creation** - this might be a simple write up, based on a sit down with you and a look at your current messaging; an employer branding exercise to tie in with your talent strategy; or a full scale culture company culture change project involving your employees.
- **Key processes and documents** - contracts; policies; handbook; job descriptions; job ads; processes for recruitment, performance management, absence management etc.

### Operational HR

- **Recruitment selection** – writing job descriptions and ads; screening applications; designing and delivering interviews and assessments; providing candidate feedback; issuing offers and contracts.
- **Onboarding and offboarding** – management of induction and probation; induction training; exit interviews.
- **Employee relations** - disciplinary, grievance and appeal investigations and hearings; mediation; TUPE, restructure and redundancy.
- **Absence and capability management** – formal meetings; interventions; performance improvement plans.
- **Performance management** – appraisal systems and performance improvement plans
- **Employee forums and surveys** – engagement surveys, pulse surveys, employee consultation groups.
- **Line management support** – conducting formal meetings; mediation; management coaching and training.

### Organisational Development

#### Strategic people and organisational development work:

- Culture and change exercises.
- Employer branding
- Attraction and retention.
- Equality, Dignity and Inclusion.
- Corporate Social Responsibility
- Wellbeing.
- Employee Engagement



## Talent Planning.

- Succession and skills planning.
- Talent pipelines
- Employee development.
- Leadership and management development.
- Performance management systems.

## Training and Facilitation

**We offer tailored training and facilitation. Have a chat to us about your requirements.**

- People management principles and HR basics for line managers.
- Workshops for teams on mental health, resilience, EDI etc.
- Developing values based competencies in your organisation.
- Embedding culture and values.

## Pricing

We like to keep it simple when it comes to pricing.

We offer a no strings rate of £85 per hour and retainer rates. The more hours you commit to per month for a minimum 12-month period, the less you pay for every hour:

Hours per month on 12-month minimum retainer	Rate per hour	Monthly retainer fee	Day rate
0	£85	n/a	£595
1	£75	£75	£525
2	£70	£140	£490
3	£65	£198	£455

You can use your retained hours at any point in your 12 months, and even carry them over to the next year if you don't need them all. Any extra hours will be charged at the hourly rate for the band you are on.

For bigger pieces of work.... for every full 5 days used within a 5-week period you only pay for 4.

The majority of our services\* are calculated on the hourly rate\*\* and quoted as such. For example: an HR audit would be costed at 4 hours; a basic handbook at 7; and a contract template and offer letter at 3.

\*rates may vary for training sessions and workshops dependent on numbers of delegates.

\*\*rates do not include VAT (currently un-registered), travel, accommodation, room hire, or other expenses.

