



We provide HR solutions that are designed for the local council sector



## Strategic HR advice designed for local councils

Helping you to support and manage your staff

Local Council People & Development (LCPD) is a separate HR membership service that provides advice and support that is tailored to your council. Our experienced HR advisors understand the local council sector and can help you with employment law, policies and long term strategy.

### HOW WE CAN HELP YOU

Our HR advisors can be an extension of your team, helping you to navigate challenges and support your communities. We can help you with:

- Recruitment
- Absence management (including referrals to Occupational Health)
- Capability processes
- Disciplinary and grievances
- Pay reviews

For more long-term planning, we can also advise you on your people strategy and any changes in employment law that may affect you.

By calling on us to help with staff matters, you can spend more time focusing on helping local residents.

# HR support tailored to your council

We offer three levels of HR support, so you can choose which is right for your council.  
Each level includes access to our qualified HR professionals.

Benefits	Bronze	Silver	Gold
Access to professional HR advice and factsheets	✓	✓	✓
Provision of employment documents and templates	✓	✓	✓
Discounts on training		✓	✓
On-site annual health check of HR documents		✓	
On-site annual health check of HR documents with discussion on current issues			✓
1 hr free training course for 1 member per year		✓	
2 hr free training course for 1 member per year			✓
1 on-site visit per year			✓
Attendance at one employee case work meeting per year			✓

#### HALC members and development partners:

Bronze – £195 (£165 < 5 employees)

Silver - £234 (£198 < 5 employees)

Gold - £254 (£215 < 5 employees)

#### Non members:

Bronze – £273 (£231 < 5 employees)

Silver - £327.60 (£277.20 < 5 employees)

Gold - £355.60 ( £301 < 5 employees)

#### Berkshire ALC members:

Bronze – £242.50 (£205 < 5 employees)

Silver - £291 (£246 < 5 employees)

Gold - £315.75 ( £267 < 5 employees)

*\*\*all prices are exclusive of VAT*

We also provide strategic HR support on issues, such as recruitment, restructuring or writing employment policies, charged on a day or half day basis.

To find out more please contact us.



**Sharon Nineham**

Sharon has over 20 year's experience in a variety of senior HR roles in both public and private sector organisations.

She runs her own HR consultancy and has been working with the LCPD since 2017.