



Company No.6285369

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SHANE O'TOOLE

Shane is the majority shareholder and Managing Director of Resolve HR Ltd. His vision to provide a quality and comprehensive Human Resources (HR) support service for businesses led to the launch of the company in 2007.



He is a highly motivated Human Resource Consultant with excellent leadership, team working and communication skills. He graduated from Staffordshire University with an Honours degree in Human Resource Management.

Having gained experience in a number of industries he believed he could help more organisations and be more effective by commencing his own Human Resource Consultancy. This he did in 2005 - Resolve HR Ltd.

Resolve HR Ltd has developed into one of the major suppliers of HR resource management within the West Midlands and the North West. It has an enviable reputation for providing an excellent, quality, and cost effective solution for businesses.

WHAT WE CAN OFFER:

- TUPE transfer of staff support.
- DiSC ® Training support.
- General HR advice.
- HR documentation.
- Organisational culture change management.
- Change management training and support.
- Performance management.
- Management coaching and support.
- Resolve HR Software.

IN ADDITION TO:

- ✚ Peace of mind.
- ✚ Flexibility to meet your business requirements.
- ✚ Cost effective resource.

TUPE

Transfer of Undertakings (Protection of Employment) 2006 Regulations

The purpose of TUPE is to protect employees if the business in which they are employed changes hands. Its effect is to move employees and any liabilities associated with them from the old employer to the new employer by operation of law. TUPE is a significant and often tricky piece of legislation adopted by the UK in order to implement the European Acquired Rights Directive.

TUPE applies to an enormous number of different business transactions and it is essential that employers of all sizes understand what employment liabilities can arise. TUPE can apply (to name but a few of many examples) when employers:

- sell or buy part or all of a business as a going concern;
- outsource or make a "service provision change"
- grant or take over a lease or licence of premises and operate the same business from those premises.

To protect your business from claims, you need to understand:

- if TUPE is likely to apply;
- what TUPE means legally;
- the 'due diligence' information is required to comply with legislation
- what other steps you may be required to do.

The question of exactly when TUPE applies may be complex. If you are considering or are already involved in a business transaction for services specialist legal advice should be considered.



DISC®

A globally recognised psychometric tool that can help to:

- Improve staff motivation
- Understand your staff better
- Improve communications
- Increase productivity /sales
- Address conflict in the workplace
- Recruit the right staff
- Retain the right staff
- Improve team dynamics

General HR Advice and Support;

- Employment legislation updates
- Best practice HR advice and support.

HR Documentation

- Advice and implementation for all employment documentation requirements
- Best practice HR advice and support as required.

Change Management

- Specialist training and support to help business through the changes process including TUPE, organisational changes, down-sizing, working patterns, and technological changes etc.
- Development and support for organisational culture changes.



Performance Management

- Specialist advice and Support for managing staff performance effectively

Management support

- Support /Coaching for new managers
- Coaching for managers requiring further support

Resolve HR Software

- A cost effective HR Software (CD) to help businesses manage their staff more effectively. Free 30 day trial provided.



HUMAN RESOURCE SUPPORT PACKAGE on CD

- HR support system on a CD ready to install on your computer
- Suitable for all types or size of business.
- Manage all your personnel files.
- Download files
- Download all you require to meet basic employee legislation:
 - Contracts
 - Holiday entitlement & forms.
 - Warning letters.
 - Employee administration.
 - Input data and files updated at a stroke.
- All this for less than £1.50 per day!

Less than £1.50 per day to save you:

- ✚ hours of administration time.
- ✚ hours of worrying if you have everything covered.
- ✚ hours of hassle should there be a grievance.
- ✚ peace of mind for you and your employees that everything is detailed correctly.
- ✚ relief that management and employees know what they can and cannot do.

Just give us a call for a demonstration or free 30 day trial.
Phone: 07984144812 or [Email: info@resolvehrtd.co.uk](mailto:info@resolvehrtd.co.uk)



THE BENEFITS OF EMPLOYING RESOLVE HR LTD.?

- ✓ Management experienced in diverse industry sectors.
- ✓ Skilled ability when dealing with staff.
- ✓ A competitive pricing policy.
- ✓ HR Service tailored to the company's needs.
- ✓ HR Services when and as required.
- ✓ Professional standards.
- ✓ Flexible approach.
- ✓ Better contented staff resulting in:
 - Increased productivity
 - Reduced costs (less wastage)
 - Higher retention rate of good staff.
- ✓ Probable avoidance of high payouts in Employment Tribunal.



RESOLVE HR LTD.

COST EFFECTIVE HUMAN RESOURCES

Originally named Shane O'Toole Human Resources Consultancy, the company changed its name to incorporate the associates and wider brief that was evolving within the business. Hence, Resolve HR Ltd was registered in 2007.

The aim of Resolve HR is to remove confrontation from a business. Any business works better and more efficiently when the workers and management work together towards the same goal. Resolve HR works in the business to ensure this is achievable. It provides cost effective, ethical services.

Resolve HR Ltd has since grown into one of the major suppliers of HR resource management within the West Midlands. Shane has been under contract to work with such bodies as:

- ❖ University of Manchester,
- ❖ University of Oxford,
- ❖ Wolverhampton City Council,
- ❖ Birmingham & Solihull NHS Mental Health,
- ❖ NORSACA,
- ❖ Keir,
- ❖ ROI Ltd,
- ❖ Stoke on Trent City Council,
- ❖ COG7 Training & Conference Centre,
- ❖ The Dove Service,
- ❖ HAL Training,
- ❖ Bomark Films.

Resolve HR Ltd is constantly looking to maintain its competitive advantage and as such the associates are constantly updating their specialties and examining new and often ground breaking methods of ensuring employers get the best from their staff.



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