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Too much work?

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Too little time?



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Solutions from  
swanHR

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Never before have Public Sector Services been so accountable and responsive to stakeholder and customer needs; they are under increasing pressure to improve their service quality whilst lowering their costs. Indeed the Government is committed to providing new investment in Public Services, but wants to see 2.5% efficiency gains each year in return.

## Meanwhile...

- High Sickness Absence?
- Recruitment and Retention Difficulties?
- High Staff Turnover?
- Low Employee Satisfaction Ratings?
- Capability Issues?
- Policy Development time restrictions?...

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## . . .We do the legwork for you . . .

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developing framework policies fitting your organisational requirements and delivering hands-on HR support. For example, you might want some effective policies to tackle the following key areas of concern:-

- Absence Management
- Family Friendly policies (flexibility is a proven key benefit to attract and help retain employees)
- Handling grievance, disciplinary and capability issues
- Aligning your HR strategy with your business strategy
- Managing Organisational Change
- Stress Audit and Management. The HSE estimate that 13 million days are lost to stress each year at a staggering cost of £3.7 billion.  
**How much is it costing you?**

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## A few more solutions

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Or, you might want our experience and expertise in:

- Preparing for Comprehensive Performance Assessment
- Employment Law Advice
- Health & Safety
- Job Evaluation
- Occupational Testing
- Personal Development & Appraisal
- Policy, Procedure & Strategy
- Recruitment & Retention

### **Organisational Development**

The pressure upon local authorities to demonstrate continuous improvement with fewer resources demands a coherent, creative approach to organisational development.

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## **A consultancy specialising in public sector services . . .**

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### **How do you do more, better, for less?**

To foster a sense of organisational purpose in which culture, values, policies, structures and systems are aligned, requires an emphasis on capacity building at the organisational level, and of the individual.

We can help you deliver the following:-

- HR Strategy
- Workforce planning
- Remodelling structures
- Performance Management
- Staff Surveys
- Skills and competence development
- Training

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**For further information ring 01453 822075**

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# Health and Wellness in the Workplace

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Leaner and fitter organisations require, healthy, motivated workforces. Organisational change often leads to dissatisfaction and stress in the workforce.

## **Stress – the Business Case**

Research has shown that stress is harmful to productivity; it is also a crucial factor in employee retention, employee motivation and is implicated in performance and capacity building. So there is much more to tackling stress than instigating one-off stress awareness workshops, or pathologising stressed individuals.

Stress Management can be used as a tool for business performance. Our approach combines individual coping mechanisms including, nutrition, physical exercise and relaxation techniques, together with an organisational emphasis on health and capacity building...

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# Increase performance

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This may include:-

- Improving work organisation and the working environment
- Promoting active workforce participation in health and capacity building
- Encouraging individual personal development

swanHR provide cost effective solutions to your requirements for a healthy workforce.

## **Benefits:-**

Your workforce will be more

- Innovative
- Creative
- Team-orientated
- Motivated

Quite simply – the basis of business efficiency

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**01453 822075**  
**swanHR – excellence in the public sector**

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## A little about us . . .

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**Ros White** (M.A., Chartered FCIPD) has successfully delivered HR policy and planning in the public sector for over 20 years. Her extensive knowledge and experience as a head of service gives her a unique insight into the demands on HR professionals. A dynamic change agent; her flair for driving organisational change is combined with a hands-on practical use of framework policies. For example, the successful reduction of sickness absence from 13.2 days lost to 8.7 days in less than 2 years.

**Recent projects include:**

Best Value Review

Gaining Investors in People Accreditation

Change Management

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And . . .

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**Andrea Goodman's** (BSc.Hons, Dip. Stress Management) interest lies in organisational health and wellness obligations to employees. A Stress Management trainer with a wealth of experience in the personal development business and complementary therapies, she combines this with a practical knowledge of workplace demands to produce training tailored to your organisational requirements.

**Recent projects include:**

collaborating with the Springboard Consultancy, researching the Business Benefits of Personal Development (Design of survey and analysis of results); research into gender and cognition for Spring Forward programme.

Design of survey for Best Value Review

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**For further information,  
or to arrange your  
FREE introductory consultation**

**Contact swanHR**

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