

How much does HR support cost for small businesses?

The short answer is – it depends! However, if you have read our article on what type of HR support is out there for small businesses you will already have identified what type of service you are looking for. **Here is our rough guide to cost:**

HR Documentation

Generic Templates – Contracts, Policies	£FREE-250
Bespoke Templates written after understanding your business	£300-500
Specific Documentation, for example bespoke letters of termination	Usually per hour £25-100+ depending on how complex the matter is and level of risk involved
HR Software – Self Service for your Employees To manage HR Admin	From £10 per month for small companies

Employee Relations Advice

Low-Risk Employee Matters – routine absence management for example	£50-100 per hour
High-Risk and Complex Cases	£75-200 per hour – the upper end is usually an employment solicitor (good HR support should minimise the need for this)
Regular support to improve employee relations and pro-actively manage cases	£400-£700 per day depending on the consultants' experience and qualifications and the complexity of your business

HR & People Strategy

In-depth business support from a MCIPD Qualified HR Consultant with 10+ years experience	£500-£750 per day
Board-level Strategic Advice	£750-1000 per day

When you consider the numbers logically, the appropriate level of HR support can help prevent costly mistakes in hiring the wrong people or ineffective management. It will also protect you from risk. But over and above that, proactive HR support will add value to the bottom line. Great HR Support will be seen and felt by every member of your team, give you peace of mind and enable your business to operate smoothly and achieve your goals.