

# AW People Solutions

AW People Solutions is the personnel and development consulting arm of the AW Group. We are a team of human resource specialists with over 50 years experience between us. This time has been spent in the public and private sectors carrying out senior roles. We are all full members or fellows of either the Chartered Institute of Personnel and Development or the British Psychological Society and offer practical solutions in the following areas:

**Improving communication in organisations** – identifying the most suitable communication methods for the size and culture of client organisations

**Compliance with employment law** – terms and conditions, employee handbooks, discipline, dismissal, redundancy, TUPE, policies and procedures, unions/works councils; Agricultural Wages Order, telephone helpline service.

**Resolving people and organisational issues** – motivated, able and informed people are the key to success

**Improving knowledge, skills and job performance** – performance management and appraisal systems, company training and development plans, measuring return on investment and training courses in finance, leadership, management and interpersonal skills, competency profiling, 360 degree feedback, career counselling

**Recruiting for key positions** – identifying selection criteria, designing adverts, selection interviewing, short-listing, assessment and development centres, psychometrics, candidate database

**Advising on rewards and benefits** – performance related pay and bonuses, salary structures, pensions and other investments, payroll bureau service, tax efficient planning, flexible benefits

**Helping clients to introduce change, adapt to change and grow** – standing still in this changing world results in you moving backwards

**For more information, please contact:**

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