



## Case Study

Client: SME providing technical consultancy and training services

Project: HR and consultancy services

Dates: 2007 – 2008

### **Client requirement**

The client has staff in several countries and operates in a global market. For the first time, it needed to make two members of staff redundant. This difficult set of circumstances required expert help and support to ensure that procedures were followed to the letter.

The client also needed information to ensure that visas and work permits could be obtained for foreign staff, and had a further issue to deal with when taking on a new member of staff who was pregnant.

### **Overview**

Business Adrenalin's reputation for expert knowledge and no-nonsense delivery led to the company calling on their support on a consultancy basis. Like many SMEs, the company had no dedicated HR function on the payroll.

Business Adrenalin provided best advice to ensure that the redundancies were handled with the minimum of fuss and was able to use its knowledge of employment law to deal with the other issues presented to it by the client.

### **The result**

The company made the two members of staff redundant with no serious repercussions and was able to secure all relevant work permits and visas for the international staff when required. It was also able to inform the company of the full implications of taking on a pregnant member of staff, leading to her successful employment by the company.

Business Adrenalin continues to provide consultancy advice to the company on all aspects of employment.

### **Client view**

“Some of the issues we were faced with were not easy, but Business Adrenalin dealt with them all expertly. It was vital to get it right in terms of personnel management and without our own HR department it was essential that we got good, external advice.

I was really happy with the service provided by Business Adrenalin. There doesn't seem to be much they don't know in their field.”

**Managing Director**