



## **SERVICE OFFER TO ACTIVE PARTNERSHIPS**

**At Kraft HR Consulting Ltd, we take pride** in working with our clients to deliver HR change management solutions that meet the requirements of the law whilst minimizing interference with your business priorities.

**Our services** are focused on the needs of organisations that do not have in-house HR expertise or that need additional capacity or capability. For our clients, knowing that you have a trusted source of high quality support for when employment issues arise is important.

**We specialise in:**

- business reorganisations, including contract variation and redundancy arrangements;
- employment transfers (including TUPE) for business set-ups, acquisitions, and disposals;
- developing reward packages and devising employment contracts and staff handbooks; and
- optimising performance and managing under-performance, including sickness, absence, and discipline.

**Kraft HR Consulting Ltd has been providing HR and employee relations solutions to our clients for more than ten years** now and has built up a list of around 250 clients, ranging from NHS General Practices, to firms of lawyers, to engineering and technology companies, and to sports bodies. Over the years, we have worked with organisations that recognise trade unions and those that do not, and we therefore have the capability to create solutions that fit the employee relations environment you operate in.

**In respect of Active Partnerships**, Kraft HR Consulting Ltd has recently been proud to collaborate with governance specialists from Wharton Consulting to support:

- Derbyshire Sport and Sport Nottinghamshire to transform and to realise independence from previous “hosted” arrangements as Active Partners Trust; and
- Northumberland Sport and Tyne & Wear Sport to come together in a shared legal entity and registered charity as the North-North-East Active Partnership, now Rise North East.

**Our Kraft HR Consulting Ltd expertise** in these projects proceeded through a feasibility study and then enabled the transformation through:

- assessing the applicability of TUPE and any constraints placed on the transformation by the Transfer Regulations;

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- engaging the host organisations and their trade unions to ensure terms of engagement were agreed and understood;
- assessing the capacity and capability of the existing workforce to deliver:
  - leadership transition;
  - service delivery independently of “hosted” support services; and
  - internal organisation operations;
- developing core benefits, terms and conditions, employment policies & procedures and employment contracts;
- supporting resourcing of the new leadership teams; and
- ensuring affordability of the transition, and then the independent organisation running costs, against budgets.

**If you are interested in understanding how Kraft HR Consulting can help** your Active Partnership to manage the workforce implications of transformation, then please:

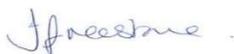
- call us on 0115 8491753 or
- email [john@khrconsulting.co.uk](mailto:john@khrconsulting.co.uk)

### **TESTIMONIAL**

*Kraft HR Consulting Ltd were appointed as HR Management consultants in preparation for the creation of Active Partners Trust Ltd, which was formed from the collaboration of Derbyshire Sport (hosted by Derbyshire County Council) and Sport Nottinghamshire (hosted by Nottingham Trent University). We were looking for expertise in the areas noted below and throughout the project, were well supported by Kraft HR Consulting Ltd:*

- *managing workforce transfers in accordance with the TUPE Regulations and working with transferor employers;*
- *establishing new pay and benefits, terms and conditions, contracts of employment and employment policies and procedures; and*
- *managing re-organisations, redundancy, and redeployment.*

*Kraft HR were highly responsive and, at all times, provided a commercially focussed HR support service. They liaised very effectively with members of the Board, our staff, lawyers, financial advisers, transferor organisations and in particular, the trade unions. I would not hesitate to recommend them to any AP planning to transition status.*



Ilana Freestone: Chief Executive - Active Partners Trust Ltd

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