



supporting
social
employers

Our Offer, Your Choice

Personalised Terms and
Conditions of Employment



HR

Our Offer, Your Choice

Personalised Terms and Conditions of Employment

The world of work has changed rapidly throughout the 21st century which places employers under pressure to remain competitive in the employment market and be an 'Employer of Choice'. Alongside this the needs of employees naturally change throughout their working life and offering personalised terms and conditions of employment provides flexibility to ensure that each individual employee's terms and conditions are of value to them.

Our unique new package '**Our Offer, Your Choice**' provides employers with the ability to offer employees the choice to personalise their terms and conditions of employment. Such a system will be attractive to both current and future employees whilst maximising your workforce investment.

Our team of professional HR Advisors can support you to implement a system in your organisation to promote employee choice by offering personalised terms and conditions of employment within agreed parameters. We will work alongside your team to develop options which suit both the employer and employee.

This support would be delivered at the tailored level you decide is most suitable for your organisation's needs.



For an initial discussion
about this service please
contact the HR team on
0141 352 7435 or by email
to hr@evh.org.uk

Choices Available

Standard Package

We will meet with your governing body or senior management to discuss the process and available options. We will then provide a report covering the following:

- Rationale for introducing the package
- Proposed options for personalised terms and condition to be considered
- Equality impact assessment of options
- Detailed implementation plan including proposed timescales

EVH Members	£950 +vat
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Enhanced Package **Everything listed in the Standard Package above plus:**

We will work with managers to put into action the recommendations from level 1, including:

- Facilitating group consultation meetings to seek feedback from staff on the proposed options for personalised terms and conditions
- Collating staff feedback and presenting to the governing body in a report format
- Attend meeting to discuss feedback from staff and agree final options available
- Prepare final report for the governing body to formally agree

The pricing for this add on to the Standard Package is the set fee above plus an additional fee based on the number of staff in the organisation.

EVH Members	Up to 20 staff	Up to 40 staff	Up to 60 staff	Up to 80 staff
	£700 +vat	£1,050 +vat	£1,400 +vat	£2,000 +vat

Premium Package **Everything listed in the Standard and Enhanced packages plus:**

We will carry out a full implementation programme working alongside your managers to provide HR support to the process. This option can include one to one consultation meetings, all paperwork required and confirmation letters to staff. We can be as involved as you want and for this reason our pricing for this add on to the Standard and Enhanced package is flexible. The pricing will include the charges for Standard and Enhanced packages, additional services will be managed in line with our HR consultancy rates below.

EVH members	£400 for a full day +vat	£250 for a half day +vat
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EVH is a company registered in Scotland No. 184547

