

WE'RE PASSIONATE ABOUT PEOPLE

Magnetic People enhance business performance and the employee experience as your strategic partner in managing workplace culture, environment and return on investment.

We partner with you to deliver superior tactical and strategic Human Resource solutions that maximise productivity of an organisation and optimise the effectiveness of its people.

OUR SERVICES

Our services cover the four pillars of HR Management. Our Principals provide specialist expertise in areas that your business may not be fully equipped in or lack the capacity to provide. These specialist capabilities include:



ATTRACTION

- ▶ Talent Acquisition
- ▶ Recruitment Strategies
- ▶ Talent Pooling
- ▶ Bulk Recruitment
- ▶ EEO Strategies
- ▶ Employer Brand
- ▶ Employee Value Proposition



MANAGEMENT

- ▶ Organisational & Policy Design
- ▶ Industrial Instruments
- ▶ Employee Relations
- ▶ Change Management
- ▶ HR Automation & Analytics
- ▶ Outsourced HR
- ▶ Independent Investigations
- ▶ Tender Preparation
- ▶ HR Management Plan Development



DEVELOPMENT

- ▶ HR Team Optimisation / Mentoring
- ▶ Leadership Development Programs
- ▶ Performance Management
- ▶ Workforce Planning & Talent Architect
- ▶ Succession Planning
- ▶ Apprenticeship, Work Experience & Graduate Programs



RETENTION

- ▶ Engagement & Satisfaction
- ▶ Remuneration & Benefits
- ▶ Health & Wellbeing
- ▶ Culture



Magnetic People

Human Resource Services

Our Principals work collaboratively with our clients and stakeholders to ensure the highest levels of Human Resource consultancy services.

We're passionate about people and combine this passion with subject matter expertise and extensive industry insight to structure our clients' organisations for future success. Our Principals provide specialist HR Consultancy Services in areas that your business may not be fully equipped in or require additional support.

OUR PRODUCTS

Magnetic People can provide your business with a wide-ranging library of tailor-made workplace documents.

We partner with your leaders to tailor the documents and provide consultation and communication strategies to assist your business in understanding information contained in the documents.

- ▶ Human Resource Strategy
- ▶ Workforce Planning and Recruitment
- ▶ Industrial Relations
- ▶ Inclusion and Diversity
- ▶ Employee Relations
- ▶ OHS & Workers Compensation
- ▶ Conditions of Employment
- ▶ Reward and Recognition
- ▶ Health and Wellbeing
- ▶ Performance Management & Conduct
- ▶ Learning & Development
- ▶ Termination & Redundancy



Magnetic People has a wide range of HR Services to support Small to Medium Enterprise (SME). Our packages provide you with the support you need, without the risk or cost of a full time in-house HR Team.

We work closely with your business to identify and tailor a package to manage all of your HR business needs, for a simple, cost-effective monthly fee. It's the added peace of mind your business needs, knowing that you have HR support on hand when you need it.

Human Resource Packages

	Silver	Gold	Platinum
Consulting Support	25 hrs / mth	Unlimited	Unlimited
Initial Meet & Greet	✓	✓	✓
Monthly Location Meetings	One	Two	Two
Forums & Working Group Invitations	-	✓	✓
Quarterly 'Hot Topic' Presentations	-	✓	✓
HR Policy, Procedure, Structure, Strategy & Positioning Audits	-	✓	✓
Additional Service Discounts	-	✓	✓
Dedicated Business Consultant	-	✓	✓
Annual Engagement Survey	-	-	✓
Annual Remuneration Review	-	-	✓
Annual Leadership Coaching/Development Workshop	-	-	✓

Services can be packaged and customised in any way to suit your requirements.



Magnetic People

Start-Up Packages

Starting a new business?

Our Start-Up Business pack equips you with everything you need to establish a HR system for your business.

- ▶ Development of Policies & Procedures
- ▶ Training & Development Templates
- ▶ Employee Starter & Onboarding Kit
- ▶ Corrective Action/Disciplinary Templates
- ▶ Contracts of Employment Library
- ▶ Remuneration Assessment & Salary Bands
- ▶ Recruitment Templates
- ▶ Development of 5 Job Descriptions +
- ▶ Organisational Design Assistance
- ▶ Reporting Templates
- ▶ Target/KPI Formulation Support
- ▶ Employer Branding*
- ▶ Web & Social Media Set-Up*

+ Further Job Descriptions are available for an additional fee.

* Additional fees may apply depending on scope.

