



# Merlion HR Limited



## HR on Demand – Compliant, Compelling and Cost-Effective

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### Why set-up a business in the UK?

Despite what you often read in the press the UK still provides a relatively “employer friendly” environment. However, employing people with the necessary contracts, benefits and payment mechanisms remains a complex process and it is essential to get it right. For business start-ups and SMEs it is clearly not cost effective to employ a dedicated HR professional, so more often than not the responsibility is delegated to the Finance or Managing Director who do the best they can with the time available.

Many International companies use the UK as a springboard to establish their business in Europe. In these cases they will rely on consulting or legal firms or even deploy functional experts on an ex-pat basis. These are all very expensive options, possibly, to the point, where the cost of the HR activity could make the new enterprise uneconomic.

### Andy Gillham

Thirty years of HR Generalist and Development experience, mostly with International Corporations such as Hewlett Packard, Cable and Wireless, Yahoo, 3Com and Thorn EMI.

### What Merlion HR can do for you

Merlion HR has the professional expertise to deliver your Human Resource needs to the same compliant standard as the legal professionals without breaking the budget. In addition, our experiences of working for international organisations headquartered outside the UK means we understand the need for speedy, pragmatic solutions to HR issues.

With our customer focussed approach we can help you develop an employee environment that is practical and appropriate for your business, rather than one that is generic and possibly unattractive to potential future employees.

Merlion HR delivers a bespoke suite of HR systems and processes that allows your Business Managers to focus on driving revenue as quickly as possible, safe in the knowledge that your HR issues are completely under control from the very start.

**You choose what is practical and right for your organisation** and we provide you with an HR proposal to meet your needs.



### Choosing the right offering for you

Your options cover the full spectrum from meeting minimum legal necessities, through being market competitive, to leading the market in your industry.

Once you decide how to position your organisation in the labour market we will build the appropriate HR programme to meet your needs.

You select the programme elements you need from:

- Establishing a payroll
- Creating compliant employment contracts
- Developing a salary and benefits package
- Identifying / contracting resourcing partners
- Developing HR Policies
- Staff & Management Development
- Integration support for your corporate HRIS
- Adapting Corporate HR Programmes for local use
- Organisational Development
- On-going HR Support
- Outplacement Services

### Duncan Thomas

Thirty years of HR Generalist and Compensation & Benefits International experience, with companies including BP, Halliburton, PSAV (Presentation Services) and Orona.

**Andy Gillham**  
**Duncan Thomas**

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