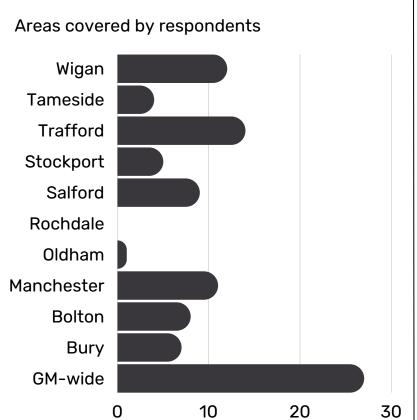
VCSE Workforce Development Programme

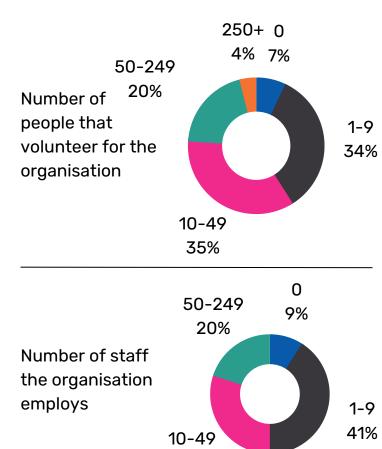
HR Survey Snapshot

A huge thank you to everyone who completed the recent HR survey to gather information about what Human Resources services VCSE organisations in GM are currently using, what works well and what additional support is needed. We received a total of 80 responses from organisations across the sector!

Here's a quick snapshot of who responded, and what they said...

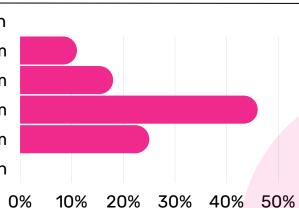




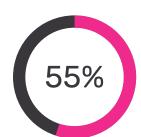


30%

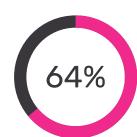
Size of organisation Micro - less than £10,000 per annum Small - less than £100,000 per annum Medium - less than £1 million per annum Large - over £1 million but less than £10 million per annum Very large - over £10 million



What you said



55% of respondents that employ staff use an external HR provider, with 70% of these employing between 1-49 staff.

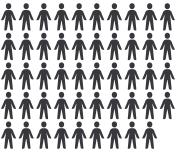


64% of respondents overall would be interested in a shared external HR service provider.



10% of respondents use free policy templates from ACAS, NCVO and CIPD.

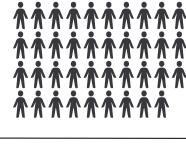
Results showed that organisations that employ between 1 and 49 staff generally use an external HR provider.



50+

Where organisations employed more than 50 staff, they tend to employ an internal HR professional.

Top 3 requirements of HR support



Employment contracts Holidays, sickness & leave

Top 3 needs for policy support

Recruitment

Review, update & introduce policies Equality, diversity & inclusion

Disciplinary & grievance

What's next?

are incorporated.

10GM will look at all of the survey results and produce recommendations, and we'll create a proposal for a shared HR service provider for smaller organisations. Look out for a further update coming soon. If you missed the survey and would like to share your views, you can still take part. We'll ensure your views

