



**GAIL YEOWELL**  
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Smart HR Solutions Limited ('SmartHR') is a leading provider of multi-sector HR consultancy, outsourcing and training solutions. We partner with organisations to help them drive sustainable performance improvement, achieve their people management objectives, and minimise the risk of litigation by offering a comprehensive range of flexible and effective HR solutions including the delivery of professional advice or services that are ethical, responsible and value-adding.

Since SmartHR was established in May 2010, it has successfully provided tailored HR solutions to organisations covering a wide range of industries, including accountancy, advertising & PR, architects, audit services, aviation, banking and financial services, building services, charities, childcare, CSP/TSP, e-gaming, e-business, healthcare, investment management, IT services, manufacturing, motor industry, nursing homes, optician, pharma, retail, ship management and the travel industry.

From supporting new business start-ups and SMEs through to global organisations, we pride ourselves on our reputation for delivering a professional, knowledgeable and value-adding solutions to our clients and the excellent testimonials we receive. Our HR expertise gained over 20 years and flexibility ensures that clients receive tailored HR solutions bespoke to their needs; supported by a friendly, collaborative, and client-focused service.

Over the last 18 months, SmartHR has provided support to companies with acquisitive growth strategies including detailed HR due diligence reporting, harmonisation of terms and conditions of employment, and post-acquisition integration activities.

With employment legislation constantly changing it is vital that employers keep up-to-date with developments and ensure that they comply with employment legislation. SmartHR's solutions include:

- HR audits and planning;
- Due diligence reporting and acquisition support;
- Reviewing and updating employment contracts;
- Reviewing and updating employee handbooks, HR policies and procedures;
- Fully outsourced HR management;
- Ad hoc or retained HR advisory services;
- Organisational design and restructuring;
- Redundancy and outplacement support;
- Training and development;
- Performance management frameworks;
- Other ad hoc projects such as implementing customised HR management information systems.

I am extremely delighted that SmartHR has once again been formally recognised by Corporate LiveWire as a leading provider of HR consultancy services and has been awarded "Excellence in Bespoke HR Solutions – Isle of Man".