

HR “On-call” Service Deliverables

Attitude-opinions-satisfaction status
Career planning and development
Coaching
Compensation programs
Employee benefit & health programs
Employee involvement strategies
Ethics/integrity programs
Evaluation of training effectiveness
HR budget-control-metrics
HR research, training and development
Human resource planning
International HR management
Job analysis-description-specification
Job evaluation methods
Job pricing-structures-pay rates
Labor-management relations
Legal and regulatory compliance
Maintaining non-union status
Merger and acquisition planning
Motivation programs
Organizational design
Organizational exit (downsizing)
Pay philosophy, strategy and policy
Performance evaluations (appraisal)
Quality/performance TQM
Recruitment and selection
Role of HR in the organization
Safety-health-security programs
Tax/accounting for pay/benefits
Training and development programs
Training needs assessment/analysis

Additional and expanded
HR services are tailored
for specific client needs

PHRST
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HR “On-call” Service



PHRST offers *a la carte* human resource management through select Professional Human Resource Service Teams

HR “On-call” Service

What Is Needed

Routinely, organizations need assistance to supplement and enhance their activity, information or guidance for HR matters. Often it is inappropriate to maintain internal HR staff, high level HR expertise or to retain HR-savvy attorneys. PHRST is an a la carte solution to furnish HR guidance and expertise at the level required to address HR matters.

State-of-the-Art

PHRST responds to HR needs promptly, easily and effectively with a simple phone call or prompt on-site presence to assist on employment practices, management practices, health-safety-security, compensation & benefits, employee & labor relations, HR development and staffing & recruitment practices. PHRST’s HR “On-call” service is prompt, cost effective, easy and presented in a user friendly and understandable manner.



Knowledge, Skill & Ability

PHRST is staffed by human resource practitioners and led by certified senior professionals in HR management with years of hands-on experience. We combine a thorough understanding of practices, regulations and professional standards with technical expertise to deliver business focused, real-world solutions in a user friendly, practical manner.

When, Where & For How Much

Conference duration varies. Experience indicates most matters are resolved in less than one hour. Professionals work 365/7/24 from PHRST offices. Our fee is \$100/hr; minimum fee \$100. Timesheets document service performed. Retained engagements are available at reduced rates. Additional expenses are receipted and billed at-cost to clients. Audio and video conferencing, fax and Internet modes of communication are available to serve client needs.

About PHRST

Strategic Human Resource Management

PHRST stands for **P**rofessional **H**uman **R**esource **S**ervice **T**eams. Our service model enables us to provide you with HR experts in all 7 areas of HR:

- Employment Practices
- Management Practices
- Health, Safety & Security
- Compensation & Benefits
- Employee & Labor Relations
- Human Resource Development
- Staffing/Recruitment Practices

PHRST works with clients on an a la carte basis across industries, around the world, for profit or not and regardless of organization size. We service public, private, and government entities, and we are effective at all organization levels. Our approach is client-centered, worksite interaction, where we provide user-friendly, practical approaches intended for prompt and effective implementation. We work 24/7 to meet client needs. Our value and success are built upon best practice insight, sound experience, education and hands-on know-how. Organizations count on **PHRST** for knowledge, skill, ability, ethics and integrity.