



**Deloitte.**

**Temporary support for  
your HR department**  
A made-to-measure solution

“Organisations now expect HR not only to be efficient in their delivery of core services but also to set the talent agenda and to drive performance and engagement.”

# Human Resources Outsourcing

In today's competitive and rapidly changing world, HR departments are under tremendous pressure. In addition to the daily responsibilities of hiring, training and retaining employees, HR increasingly fulfils a strategic function. Meanwhile, changing employee expectations must be balanced with the need to control costs and increase productivity.

To help HR departments manage these challenges, Deloitte Human Resources Outsourcing offers an array of flexible solutions. Operational HR assistance at the client's premises can cover all functionalities across the HR domain: from short-term, ad-hoc support to fully outsourced (co-sourced) solutions, staffed with HR professionals carefully selected and trained by Deloitte.

Almost any organisation can at some point benefit from an HR Outsourcing solution. They include large or medium-sized companies, rapidly growing organisations, or non-profits looking to rapidly professionalise their HR functions.





## When is an HR Outsourcing solution the right answer?

- Your organisation is in transition.
- You are recruiting a permanent employee, but meanwhile the job has to be done.
- You must replace someone during an absence due to illness, maternity leave or secondment to a specific project.
- You need the on-site assistance of an HR expert to drive and implement change.
- You are setting up a new HR department or integrating multiple departments during a merger or acquisition.
- You are dealing with reorganisation and crisis management, including social negotiations.
- You have a workload peak, such as a performance-review period or recruitment campaign.
- You need on-site operational assistance along with the advising consultants during a major HR systems or transformation project.
- You temporarily need specific HR knowledge for a particular operational focus.

## Benefits of Deloitte HR Outsourcing

### **Speed**

As little as a few days between initial briefing and the start of the assignment.

### **Immediately operational**

Our professionals hit the ground running. They know what is expected of them and have the right skills and experience.

### **Flexibility**

Assignments can last from a few weeks up to several years.

### **Quality**

Our rigorous selection process, training, systematic knowledge-sharing and unique human capital knowledge base ensure you always have the most highly qualified people.

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## A flexible plug-in solution

You may require one or several people for part-time or full-time assignments on a time and material basis.

Alternatively, our HR Outsourcing team can provide structural solutions based on a co-sourcing approach. This is a long term collaboration where together we are responsible for the success of the project. While outsourcing can suggest that a company is ceding control of its processes to an external party, our co-sourcing solutions emphasise the involvement of both parties.

# Areas of expertise



## ***Generalist HR profiles***

HR director or manager, often part of the management team, who will lead an HR department and be responsible for social relations, HR business partner, all-round HR officer for smaller organisations, or smaller entities in larger organisations

## ***Recruitment***

Recruitment manager, experienced or junior recruiter, recruitment assistant, employer branding, campus recruitment

## ***Talent management***

Competency management, performance management, job description & libraries, learning & development, absentee management & improvement, retention management and engagement

## ***Compensation & benefits***

Managing compensation & benefits activities, including implementing models and liaising with external consultants, salary benchmarking and job grading/function classification

## ***HR administration & payroll***

Personnel administration working with commonly-used payroll systems

## ***HR project assistance***

Liaising with the advising consultants, assistance for specific projects such as new ways of working, engagement programs, etc.

# HR Outsourcing process

You and your Deloitte project manager start by discussing your needs. Topics include your organisation, the context of the assignment, the main tasks and deliverables, and the timing – as well as profile and experience requirements. Suitable candidates are then selected and presented to you during an interview. After an agreement has been reached and the assignment begins, it is closely followed up by your Deloitte project manager. At the end of the assignment, feedback is collected and shared.



# Contact

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For an overview of our Human Capital service offering, please visit

[www.deloitte.com/be/hro](http://www.deloitte.com/be/hro)

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