



Human Resources Outsourcing

Solutions, Suppliers, Key Processes and the Current Market

Ian Hunter and Jane Saunders



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This Orion Partners' report addresses the main considerations for an organization investigating a large-scale transference of HR transactional activity to an outsource provider. The report also provides an overview of the market for HR outsourcing services in Europe. There are sections profiling each of the main outsourcing providers in the UK and continental Europe and case studies drawn from both the public and private sector.

Human Resources Outsourcing agreements, which typically run for seven years or more, have a critical influence on any organization's ability to deliver its long-term strategy. The Orion Partners' report is a valuable contribution to identifying the right model, locating the right partner and realising the value of one of the most important elements in the current strategic investment for large organizations. It also provides helpful advice on how to manage the impact of outsourcing on the retained HR team.

Contents

Executive summary; Introduction; Overview of the European market size and growth; Indicative scope of services; Implications for the retained HR function; Contractual options; Engagement and transition; Appendices; Index.

About the Author

Ian Hunter is a founding partner of Orion Partners, a consultancy specialising in providing independent advice to organizations considering outsourcing their Human Resources department. He has worked for a number of leading management consultancies, including Accenture and AT Kearney and has been an HR Director in two blue chip organizations.

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