



GENERATOR®
Define. Deliver. Fast.

BUSINESS STORIES

CHILLED FOOD PRODUCTS

AT A GLANCE

CHALLENGE

- 180 employees to transfer and integrate after a management buyout.
- New HR infrastructure to set-up
- £20 million in orders to fulfil

BENEFIT

- Successful transfer & integration of 180 staff
- Robust HR system created
- Existing HR team given tools and knowledge to take on new procedures



"With 180 employees to transfer and integrate, we needed to get the HR infrastructure of the new company right from the outset. By consulting with employees to ensure their needs were met and they were involved in the process, we led a smooth transfer process in a tight schedule of 4 months."

AILEEN HUDSON-HAY

Generator

CHALLENGE

This FMCG business within a Plc Group developed and manufactured chilled food products for the care sector and NHS. It had trade orders of circa £20 million and 180 employees on a single site but was loss making and not considered to be in line with the future strategy of the Plc, The owner was considering closing it down but agreed to an MBO proposal after approached by existing Board Directors.

SOLUTION

- ✓ To assist the MBO, we conducted due diligence and led a TUPE and collective consultation with transferring employees.
- ✓ Together with the client we developed new HR infrastructure for full employee life cycle inc. new Master Trust pension, outsourced payroll, benefits structure, implementation of new HR system (SD Worx).
- ✓ Supported the client to revise policies, procedures, and processes inc. GDPR to meet new business structure. and created a job grading and reward structure to meet new SME budgets.
- ✓ Provided coaching/support for senior management and HR team.

BENEFIT

INTEGRATION

Ensured all people related aspects were in place to deliver a successful MBO within the agreed commercial timescales (4 months).

ROBUST HR

Helped the client implement a robust HR infrastructure for the new business.

RESULT

Working with the client we successfully transferred 180 employees to the new company and the senior management and HR team were supported to implement and carry on with new structures once we were finished. All completed in just 4 months.