PARTALE

YOUR HR PARTNER

WHY WE EXIST

YOUR HR PARTNER



We want to provide pragmatic solutions that add value to your business, and work with you on what you can do, not what you can’t



We value the importance of understanding your business to enable your success

WHY WE EXIST

YOUR HR PARTNER

EMPLOYMENT CONDITIONS

Monitor and update terms, conditions, contracts and general employment practices

POLICIES & PROCEDURES

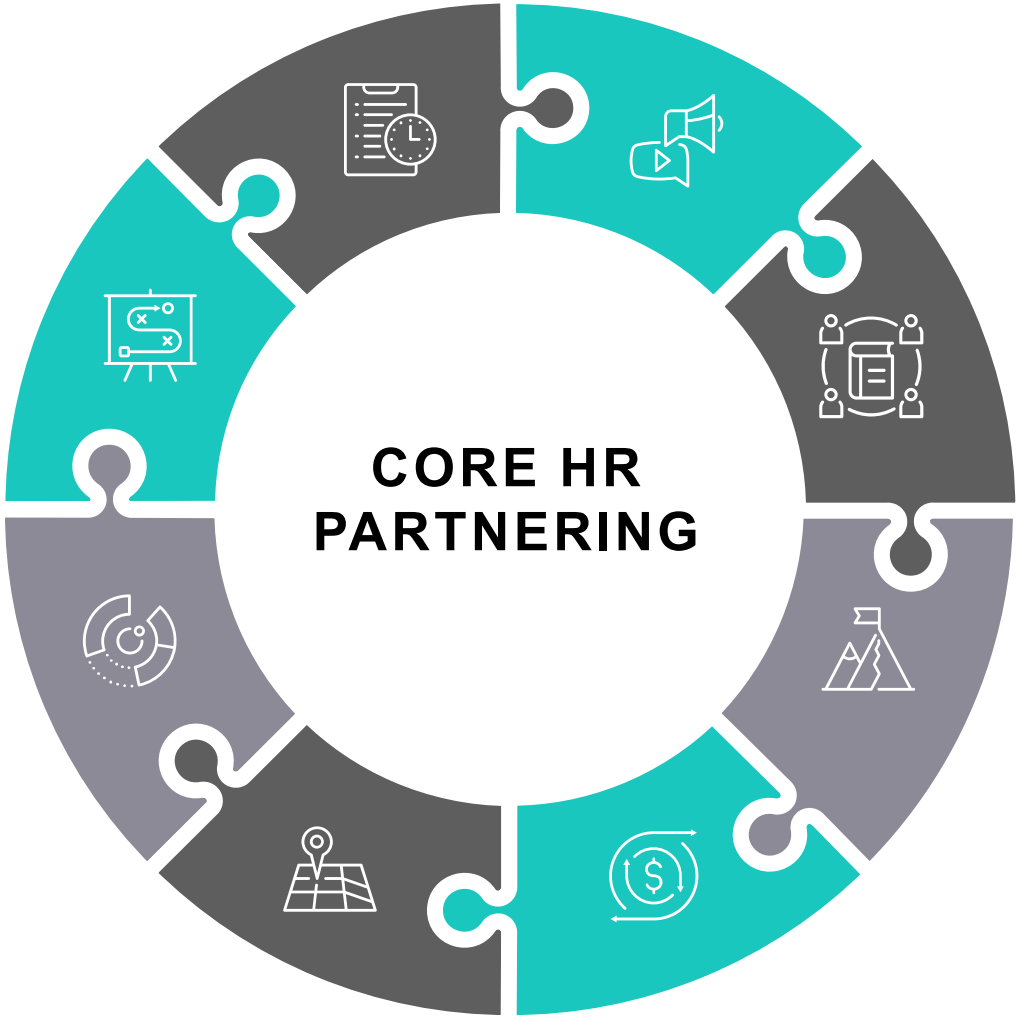
Review, develop and implement appropriate policies and procedures to support your work environment

HR DATA MANAGEMENT

Review HR systems, data, and record keeping practices and recommend and/or implement changes

TERMINATIONS & DIFFICULT CASES

Provide guidance to minimise risk with terminations and managing difficult situations



RECRUITMENT & ONBOARDING

Design recruitment and onboarding processes, develop and position your employment brand, and support recruitment and onboarding

MANAGER & EMPLOYEE SUPPORT

Provide support to help managers and employees navigate an array of situations in a timely manner

PERFORMANCE MANAGEMENT

Design systems to drive performance via clear objectives, fair assessment and linking performance and reward

PAYROLL, REWARD & BENEFITS

Facilitate payroll processes to ensure compliance and efficiency. Development of remuneration frameworks, and the review and design of employee benefits

WHY WE EXIST

YOUR HR PARTNER

CAPABILITY & ORG DESIGN

Determine capabilities and structure to achieve business growth, identify gaps, and address opportunities

CULTURE AND VALUES

Diagnose current culture, determine desired culture and values, and implement practices to facilitate change

TALENT & SUCCESSION

Support in managing and retaining key talent, develop succession plans to address gaps, and accelerate development

DEVELOPMENT AND TRAINING

Understand development and training needs, and design and deliver tailored training solutions



EMPLOYEE ENGAGEMENT

Understand people's engagement and perceptions and uncover areas to improve and support change

LEADERSHIP DEVELOPMENT

Partner to develop leaders which can include coaching or the development of tailored programs

WELLBEING

Develop employee wellbeing plans to enable you to care for your team and sustain high levels of performance

DIVERSITY & INCLUSION

Design fit for purpose strategies to increase diversity, inclusion and equality

WHY WE EXIST

YOUR HR PARTNER

LEADERSHIP TRAINING

Design and deliver bespoke leadership programs based on development needs, business requirements, and leadership level

TRAINING PROGRAMS

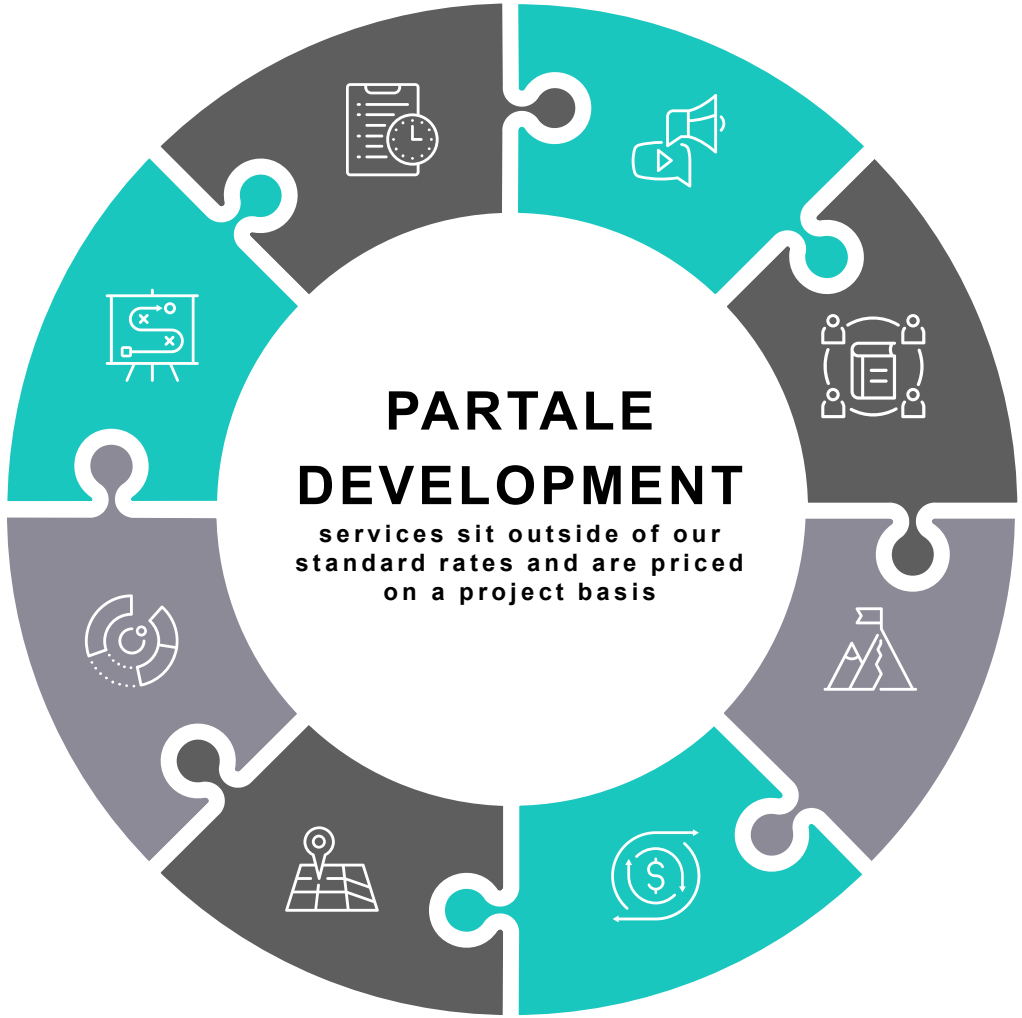
Design and deliver a range of training programs. Examples include: Presenting with Impact, Communication Skills, Conflict Resolution, Influencing, Time Management, Unconscious Bias, Recruitment etc

CULTURAL AWARENESS TRAINING

Design and deliver indigenous cultural awareness training

EMPLOYEE COUNSELLING

Provide employees and managers support with critical incidents via experienced psychologists



CAREER/RETIREMENT TRANSITION

Provide bespoke programs to support the transition of employees moving on from organisations or phasing to retirement

EXECUTIVE COACHING

Tailored executive coaching (and coaching) programs to uplift capability

PROFILING

Utilise a variety of tools to profile and facilitate discussion and workshops to raise awareness of working styles, support development and build cultures. For example: LSI, MBTI, HBDI

KEY NOTE SPEAKING

Design and delivery of key notes to engage and inspire teams

ENGAGING US

01

WE BECOME YOUR HR TEAM

Your outsourced HR team. We provide a team of professionals matched to your needs, led by a senior practitioner who knows your business.

WHAT IT LOOKS LIKE

HEAD OF HR / SENIOR MANAGER
Leads your account

HR MANAGER | **HR ADVISOR** | **HR ASSOCIATE**

+ PARTALE TALENT
Your recruitment partner

02

WE COMPLEMENT YOUR TEAM

We work alongside your internal HR team, adding a team that brings extra capacity, specialist expertise or senior leadership where it's needed.

WHAT IT LOOKS LIKE

YOUR INTERNAL HR TEAM
Retains ownership and day-to-day delivery

+

A PARTALE TEAM
Senior lead plus HR Manager, Advisor or Associate support, flexed to cover gaps, peaks, leave or specialist needs

03

PROJECTS & ASSIGNMENTS

Defined scope, defined outcome. We take on specific pieces of work, from development programs to HR advisory and consulting.

WHAT IT LOOKS LIKE

HR PARTNERING AND ADVISORY
Org design, culture & EVP, reviews, policy, restructures and change

DEVELOPMENT PROGRAMS
Leadership & training programs, coaching, profiling, keynotes

ENGAGING US

PARTALE TERMS

Standard Engagement

Partale's standard rates are for clients who engage seek adhoc support on a non retained basis. Rates differ depending on whether the support is provided by the Managing Director or other team members.

Retained Engagement

When clients enter a 12-month retainer of at least 20 hours per month, rates are adjusted and include work performed by the Managing Director.

RETAINER ADVANTAGES

- Enhanced commercial terms with flexibility to end the agreement with 1 months' notice
- Proactive support to ensure your business is equipped for changes
- Ongoing refinement of priorities to suit your needs
- A minimum of two dedicated team members to ensure continuity of service
- Enables us to build commercial context to inform the advice we provide

PARTALE TALENT

YOUR TALENT PARTNER

PARTALE TALENT: YOUR TALENT PARTNER

PARTALE TALENT

MISSION

To build purpose-led, adaptable, connected, and performing teams that thrive in high growth environments.

METHOD

We listen, advise, coach and tailor our services to ensure your recruitment goals are achieved. With several service offerings and models of partnership, we offer a talent solution that meets the unique needs of your business.

PEOPLE AND CULTURE MINDSET

Our team come from HR or internal recruitment backgrounds. We prioritise long-term fit and truly understand what candidates will thrive in your culture, team and business.

Placements are not considered 'filled' until the candidate has passed their probation period.

PARTALE TALENT RATES

Standard Partale Talent Placement Fee:

Salary package up to $220,000 : 20%

Salary package more than $220,001 : 25%

Partale Retained Client Talent Placement Fee:

Salary package up to $220,000 : 16%

Salary package more than $220,001 : 20%

Payable in Installments

1. First third of the placement fee invoiced upon commencement of search.
2. Second third of the placement fee invoiced upon the candidates start date of employment.
3. Final third of the placement fee payable upon the successful completion of a probation period (6 months) or if a replacement candidate is sourced.

Second Candidate (Same Search)

If a second candidate from the same recruitment search is appointed within 6 months of the search commencement, we will reduce the rate by a further 50% for the second candidate.

If a second candidate is placed, we will simply take 2/3 of the fee on appointment, and 1/3 when they pass probation.

RETAINED PARTALE CLIENTS

Retained clients can use their retained hours to access our Partale Talent Team to support their recruitment.

The Partale Talent team will act the internal talent acquisition team to support the attraction and appointment of talent.

When doing so, we can post ads via our LinkedIn Premium account at $30 per day, and provide access to our search technology (Seek, LinkedIn and Workable) for $550 per role to proactively search for candidates.

This is great cost-effective model for roles which are generally easier to fill.