



Book your free initial HR Consultation today!

PREMIUM (Pro) CMZ-HR Consultancy Package (51-100)

Why Choose CMZ-HR?

- ✓ CIPD-qualified expert HR support from an Independent Local HR Consultant
- ✓ ACAS-compliant, pragmatic advice tailored to your business
- ✓ Easy-to-use HR software (Breathe HR can be included) - Optional
- ✓ No long-term tie-ins – cancel or upgrade anytime with 30 days' notice
- ✓ Friendly, responsive advice when you need it
- ✓ Fully insured & GDPR-compliant

Ideal for established SMEs or those scaling fast:

CMZ-HR Consultancy Package	Number of Employees	CMZ-HR Hours per month	Price (Excl. VAT) per month
Premium (Pro)	51-100	16	£750

Please note that the list below is for illustration purposes only. The services can be tailored to suit your business needs to add value.

PREMIUM (Pro) CMZ-HR Package

- Strategic HR Planning (workforce, engagement, retention)
- Line Management Coaching and Training
- Staff Onboarding, Performance and Reward Frameworks
- Absence, Wellbeing, and Change support
- Staff surveys
- Mediation
- Ongoing Employee Relations advice and data reporting
- Internal HR Admin staff coaching (if applicable)
- Additional discounted CMZ-HR hourly rates can be added on as and when required
- Breathe HR Software (Optional)
- Plus, the services listed below (for illustration purposes only)

What is included in **Premium** CMZ-HR Consultancy Packages?

1. Legal HR Documents (Compliance)

- ✚ Quarterly HR Compliance Checks
- ✚ Customisable Employment Contracts and Letter Templates
- ✚ HR Policy Reviews in line with statutory changes

2. Relevant HR Policies

- ✚ Disciplinary & Grievance Policies in line with ACAS
- ✚ Sickness & Absence Policy and Procedures
- ✚ Annual Leave & Holiday Policy
- ✚ Equal Opportunities / Anti-Discrimination Policy
- ✚ Health & Safety Basics (Incl. Wellbeing and Lone working)
- ✚ Family Friendly Policies and Procedures
- ✚ Flexible/Hybrid/Working from Home Policies and Procedures
- ✚ Other relevant policies within the scope of the chosen package

3. GDPR & Data Protection policies and procedures, including training

4. Key HR Process Templates

- ✚ Onboarding Processes (Right to Work, references, etc.)
- ✚ Probation / Performance Review / Appraisal Form
- ✚ Exit Interview Template
- ✚ Disciplinary/Grievance Meeting Notes Templates and management training/coaching

5. Ongoing HR Support

12+ hours a month email/phone/video HR advice (including on site if local):

- ✚ Support with onboarding and leavers
- ✚ Holiday, sick pay, and absence management
- ✚ Disciplinary & grievance issues
- ✚ Sickness or capability concerns
- ✚ Employee Relations
- ✚ Periodic UK Employment Law Updates

6. HR Insights including latest trends and benchmarks, relevant reports

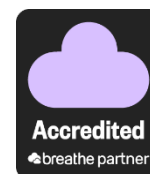
Price comparison with other CMZ-HR Consultancy and Training packages

CMZ-HR Consultancy Package	Number of Employees	CMZ-HR Hours per month	Price (Excl. VAT) per month
Essential (Micro)	1-10	4	£200
Standard (Growing)	11-20	6	£250
Premium (Regular)	21-50	12	£500
Premium (Other)	51-200	16+	From £750
Breathe HR Software Package can be added on to suit your business. Please see the next page			

7. Breathe HR (Optional)

paired with Premium (Regular) CMZ-HR Consultancy Package


Free setup, ongoing support for Breathe HR (Core package) and integration advice.



Breathe HR software is a perfect solution for keeping on top of your day-to-day HR tasks.

CMZ-HR is an accredited **Breathe HR** Software Partner.

Core **Breathe HR** can be included in the **Premium (Pro)** CMZ-HR Consultancy package for as little as *£159 (excl. VAT) per month (*savings with a yearly plan) which includes:

Core HR 	<ul style="list-style-type: none">Self-service platformLine manager permissionsPeople profileHoliday managementSickness managementTraining recordsTask listPayroll exportFlexible working requests
Performance management	<ul style="list-style-type: none">Company NewsAppraisals / One-to-onesObjective setting & Kudos
Document management	<ul style="list-style-type: none">Company documentsPeople documents & Reporting
Reporting	<ul style="list-style-type: none">Reporting library
Modules	<ul style="list-style-type: none">Custom fields & API integrations
Support and training	<ul style="list-style-type: none">Self-service knowledge baseFree support by chatFree getting started webinars

Other **optional** Breathe HR modules are also available as add-ons. Exact price would be confirmed during initial consultation.

Breathe Rota, Time and Attendance

Maintain your competitive edge

- ✓ Create weekly rotas in minutes
- ✓ Generate timesheets
- ✓ Track overtime and cover shifts with shift swap
- ✓ Record clock in/clock out times

Breathe Learn

Strive for continuous learning and development

- ✓ Bite-size courses suitable for all learning styles
- ✓ Streamline the new hire onboarding experience
- ✓ Tailor training for every individual
- ✓ Stay compliant across your organisation

Breathe Recruitment

Find and nurture the best talent

- ✓ Assess the performance of your job postings
- ✓ Track the applicant journey from application to shortlist
- ✓ Optimise your recruitment process

Breathe Expenses

Team expenses made easy

- ✓ Upload and track claims with ease
- ✓ Single view of all expense submissions