



Outsource to Outperform.

How Exceptional HR and Health & Safety Support Can Help Grow Your Business.



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Turn challenges into wins.

We know that the right people, with the right focus and the right skills, can take your business to the next level.

Yet the reality is often that the very functions that underpin your business's reputation and legality, and make your employees feel secure and valued – **HR and Employment Law** and **Health and Safety** – are precisely the ones you don't have enough expertise or capacity in-house to manage.

Valuable resources are misdirected, causing **bottlenecks**, as staff are asked to turn their hand to tasks they're not qualified to perform.

Those who are qualified become overwhelmed by the sheer volume of work, meaning **mistakes get made and repeated**.

Sales and revenue suffer as a consequence, and with a **lack of policies, processes, accreditations and certifications in place**, the credibility of tenders makes new business acquisition difficult, if not impossible.

Recognise any of this in your teams and processes now, or as a risk to come? You're not alone. But recruiting new specialists every time HR and Health and Safety requirements increase with the growth of the business is unscalable and unsustainable.

With THSP, you don't need to. With our combined HR and Health and Safety solution, built around a team of skilled, experienced advisors, all under one UK roof, we turn your challenges into business wins.



"THSP now undertake a proactive role in our recruitment, HR strategy and L&D programme. We have seen instant ROI, both short and long term, in all areas with Andrew and his team providing a very high level of service and expertise, which has been a huge contributory factor in our growth."

James Deane,
The Little Green Energy Company



Becky Hanslow,
Account Executive Team Leader



HR and Health and Safety done the people way.

At THSP, our outsourced, integrated HR and Employment Law and Health and Safety solution provides businesses like yours with a whole team of advisors for less than 10% of the cost of a single person in-house.

That's not just a 90% saving. It's much more than that, because it also frees you up to do what you do best: run your business, not spend your time analysing legal obligations, regulations, and compliance.

No call centres. No self-service-only portals. No costly, long-term contracts, or restrictive lock-in clauses. No waiting for a response to a support ticket. And definitely no chatbots.

As an employee-owned business with over 30 years' experience behind us, we're all about connecting people to people, and this **agile, proactive, human approach** translates into benefits for you and your business every day.

Our customer retention rate tells the story far more eloquently than we can: across our combined HR, Employment Law, and Health and Safety solution, it's 100%.



"THSP helped us out with what could have been stressful and tricky HR matter. Their Employment Lawyer, Saq, was absolutely brilliant"

Steve Ingram, Top Shine Ltd.





Our promise to you.

When you work with THSP, you enter into a true partnership. You're the starting point for everything we do, and we tailor our service to your requirements, however major or minor your need may be. And for every win we help you achieve, you can be sure of the following:

You call, we listen – We're on the end of the phone, and you speak to the same person whenever you need to. A dedicated Account Executive and Consultant are all part of the service.

You invite, we come - Whether for site visits and inspections, or to work within your team.

You ask, we answer – Got a question? Deal with a human, not a FAQ chatbot – and we'll respond within an hour.

You bid, we support – We're also here to help you formulate policies, complete accreditation and certification applications (CHAS SSIP, ISO), and provide supporting evidence to help you win tenders.

You learn, we train – Whatever you need to know to upskill your people, we deliver bespoke training to suit.

We will provide you and your teams with people-to-people support, as and when you need it, to help you manage HR and Health and Safety and deliver better outcomes. We want to help you build a business that is healthy in more ways than one.



Aivaras Marcinkevicius,
Health and Safety Consultant



“Proud to say that THSP deal with our health and safety. The process is made straightforward and easy.”

David Stafford, Shorts Group



Your solution – your way.

Successful businesses take their responsibilities to their employees, their workplace culture, and their teams' professional development seriously. When employees go home safe, it's a win. But when employees go home safe, engaged, informed, and involved, it's a victory.

We believe you deserve the flexibility to deliver on your commitment to your employees' safety and your workplace culture however it works best for you.

Need an annual, retained arrangement? It's available, all-in. Looking for an established, proven service that starts working immediately? We can have it ready to go for whenever you need it. Got special requirements that need a fully bespoke solution? We develop and deliver it.

Of course, we also understand the importance of giving you access to HR and Health and Safety tools that help streamline management and increase productivity, so you'll find exactly what you need in our MyTHSP online portal - including our Risk Assessment Builder (RAB), COSHH Assessment Builder (CAB), Training Matrix, and more.

Or if you just want to pick up the phone and book a site visit, or training, or accreditation and certification support, as part of or outside of your existing agreement, then – once again – we're here for you.

We are as flexible and agile as we understand your business needs to be.



Derek Fisher,
Health and Safety Consultant Manager



Explore your options.

With THSP, you get a combined solution that can also be mixed, matched, and customised to solve your specific pain points, and to free you up to get on with business as usual.

Everything works together, but everything delivers in its own right – and that's because we have a seasoned team, knowledgeable across all disciplines, under one roof, here in the UK.

Make your workplace a safe place.

Health and Safety Retained Service.

- Site visits from dedicated, Regulation 7-competent advisors at least twice a year
- Thorough audit of workplace and working practices (fire risk assessment site inspections also available)
- Comprehensive report with prioritised action plan
- Bespoke Health & Safety policy and guidance
- Telephone advice line and 24/7 emergency helpline
- Access to MyTHSP portal, with interactive tools including Risk Assessment Builder (RAB), COSHH Assessment Builder (CAB), and more

[Learn more](#)

Create a compliant, positive workplace culture.

HR and Employment Law Retained Service.

- Fixed-fee service
- Face-to-face reviews to solve issues
- Unlimited, on-point phone and email support
- HR Plus service tailored precisely to your HR gaps
- All policies, procedures, and checklists put in place for you
- Regular catch-ups and newsletters to help us become part of your team
- Your HR done right, your people done right by
- Access to MyTHSP portal, with interactive tools including Tribe, our Total HR Management System

[Learn more](#)

Empower your teams, reduce risk.

Training.

- Classroom, online, e-learning, in-house: courses for every learning style
- Strengthen skills throughout your organisation
- Courses available in Health & Safety, HR, management, and technical/industry disciplines
- We are approved to deliver training by bodies including CITB, IOSH, NEBOSH, UKATA, and others
- Access to MyTHSP portal, with interactive tools including our Training Matrix

[Learn more](#)

Maximise credibility, grow the business.

Certifications, ISO, and more.

- We enable you to gain certifications and accreditations to enhance reputation and meet tender criteria
- ISO options include ISO 45001 for Health & Safety, ISO 14001 Environmental Management System (EMS), ISO 9001
- Many other ways we can help, including CHAS and SSIP certification

[Learn more](#)



Who works with us - and why?

Whether it's local SMEs or international brands, our customers have one thing in common: they see the value in a people-focused, personalised, proven solution that enables them to get HR and Health and Safety done right, but still get on with the things they do best.

What sets us apart

When you work with THSP, you're not dealing with a conventional management hierarchy, but with an award-winning Employee Ownership Trust (EOT) – an entire company of people who are personally invested in performance, reputation, and positive customer experience. Our people own our business and deliver continual improvement from service delivery

through to our technology products and solutions, which are built in-house and constantly updated to reflect changing customer needs and priorities.

It's very different to how most HR and Health and Safety outsourcing companies operate – and it's why we have been operating successfully for over 30 years, with the same customers coming back to us time and again.

Who have we helped, and how?

We've helped a cleaning business tackle racism, a building company to demonstrate best practice towards its subcontractors, gas technicians at the height of their game with up-to-the-minute training, and

equipped a construction company with certifications that have enabled it to win bigger contracts.

We've become a core component of an energy company's recruitment, HR, and Learning and Development programme, and resolved a leisure and hospitality company's health and safety issues to protect its core business.

In short, from within one team, we have fielded the knowledge, the insights, and the guidance to help businesses turn risk into reward, and strengthen their position now and for the future.



“THSP provide a strong sounding board backed by a great knowledge. We have no reservation to recommending THSP to any other business.”

Kathryn Shaw,
Manor Concepts

FENDI



**MORGAN
SINDALL**
CONSTRUCTION

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**ANGEL
PLASTICS**





Your Health & Safety and HR Partner.

Contact us.

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