



HR Outsourcing for Small Companies

Case Study: Liberty Wines

Liberty Wines is one of the UK's foremost wine importers and suppliers. Employing 80 people in the UK and Ireland, it supplies a wide range of premium wines to restaurants, regional wine merchants and multiple grocers and specialists. In 2010 it was awarded the 'On Trade Wine Supplier of the Year' trophy for the second year running.

The Challenge

In 2009, Liberty Wines had grown to 65 employees and handling HR and payroll tasks was becoming increasingly time consuming and complex. Responsibilities were split between a number of people across the business who were carrying them out in addition to their other duties.

As an international business, it was essential for Liberty Wines to have specialist HR expertise to draw upon, yet it was not financially viable for them to employ their own in-house HR and payroll specialists.

The Solution

After reviewing a number of options, Liberty Wines decided to take up plusHR's specialist HR Outsourcing package for small organisations. This provides them with a dedicated HR Administrator to take care of their day-to-day HR tasks, a fully managed payroll service and specialist HR Management support when they require it. They also use plusHR's leading-edge web based HR system with employee self-service.

The Results

Liberty Wines now has best-practice, legally compliant HR practices, employment letters and policies. Their assigned HR professional handles their day-to-day HR tasks, including issuing employment contracts, checking right to work, administering the Company pension scheme and maintaining the HR database. Employees are able to book holidays and submit timesheets online via self-service, and managers can view employee information and live absence reports for their teams. Payroll is entirely outsourced, freeing up internal finance to concentrate on value added tasks.



plusHR's solution has improved both the efficiency and quality of our HR and payroll. The responsiveness and high level of the service is just like having our own in-house HR and payroll team.

Gary Wyatt, COO



LIBERTY WINES

plusHR is a specialist HR Outsourcing, Consulting and Technology organisation. We provide HR and payroll services to organisations of all sizes ranging from SMEs through to large multinationals.

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