

Piece by Piece

HR & RECRUITMENT CONSULTANCY

People Solutions, Piece by Piece.

OUR FOUR SERVICE AREAS

Practical HR support for your business.

I provide direct, experienced HR and recruitment support to business owners and managers, tailored to the issues that matter most.

01 Employee Relations

I help you manage sensitive people matters fairly and confidently.

- Disciplinary, grievance, investigations and appeals.
- Sickness absence, wellbeing and reasonable adjustments.
- Performance, capability and probation.
- Redundancy, restructuring, TUPE and settlement-process support.

02 Permanent Recruitment

I help you attract, assess and appoint the right people.

- Vacancy scoping, job briefs and attraction planning.
- Candidate search, screening and shortlisting.
- Interview coordination and structured selection.
- Offer-stage support, pre-employment checks and onboarding.

03 Management Training

I build manager confidence and capability.

- Employment law and everyday people management.
- Investigations, disciplinaries and grievances.
- Absence, performance and difficult conversations.
- Recruitment, interviewing and practical coaching.

04 HR Support & Strategy

I strengthen your HR foundations and people plans.

- Outsourced HR and ongoing advisory retainers.
- Contracts, policies, handbooks and compliance reviews.
- Workforce planning, change, engagement and retention.
- People analytics, HR audits and governance.

Why work with me? I'm Andrew Metcalf, a Chartered Member of the CIPD with more than 25 years of HR experience. You deal directly with me for practical, commercially focused advice and hands-on support.

Let's talk about your people priorities.

One-off HR advice · Defined projects · Management training · Permanent recruitment · Ongoing retainers

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