Expert Consultancy for Labour Providers

Support your compliance and due diligence journey with direct assistance from our expert consultants.

Each ALP approved consultant has years of senior level experience as either a labour provider or a labour user and is fully conversant and up to date with relevant legislative and ethical standards.

From simple document reviews and confidential consultative audits, through to strategy and policy development, our consultants help you to get it right and keep it right. All consultancy work is completely confidential.

If you have a specific project in mind, please see our list of fixed price consultancy tasks below, or if you prefer flexibility, book a set period of exclusive time with one of our consultants.

Consultancy fees are priced for remote support. If you prefer us to visit, travel costs will apply.

Contact us for a quote. Call 01276 509306 or email info@labourproviders.org.uk for more information.

Task	Deliverable
Document Review	Fast and thorough reviews of your existing operational documents such as policies, procedures, worker contracts, KIDs, handbooks, assignment details or Modern Slavery Statements. We will check that they are compliant with legislation and suggest both necessary and recommended improvements.
Terms of Business/ Contract Review	A comprehensive review of your contracts against the ALP templates, to ensure they meet legislative standards, cover all eventualities and properly protect your business. Applicable to either standard Terms of Business or bespoke contract agreements.
Service Level Agreements	Define and record the specific services and service levels agreed with your client with a bespoke Service Level Agreement. Modelled on the ALP Template, the document includes KPIs, review and escalation processes and supports effective management of your client relationships.
Health and Safety Checklist	Ensure appropriate risk management, co-operation and assignment and agreement of responsibilities to better protect the health and safety of agency workers and comply with legislation and GLAA licensing. Our consultant will work with your client to complete the ALP Client Health and Safety Checklist and will highlight any areas of concern.
Holiday Pay	Non/incorrect payment of holiday pay is regularly identified during GLAA inspections. Our consultant will check through your processes and help you to ensure that holiday is accrued, calculated, and paid correctly and that your workers are able to take all the holiday they are entitled to.

ALP Association of Labour Providers	stronger together tackling modern slavery in supply chains	Complyer	RRT Responsible Recruitment Toolkit.org	clearview Global Labour Provider Certification Scheme
labourproviders.org.uk info@labourproviders.org.uk	stronger2gether.org info@stronger2gether.org	complyer.co.uk enquiries@complyer.co.uk	responsiblerecruitmenttoolkit.org info@responsiblerecruitmenttoolkit.org	clearviewassurance.com clearview@nsf.org

Task	Deliverable
National Minimum Wage	A review to confirm that your systems and processes ensure that workers are paid at least the relevant National Minimum Wage/National Living Wage for all working hours and that any deductions or fees do not take wages below these levels.
Charge Rates	Ensure business sustainability by making sure that charge rates to clients are compliant with GLAA/ALP guidance, cover all relevant costs and provide a reasonable margin. Check that pay increases, sick pay, overtime and holidays are paid and charged correctly so that they do not have a negative impact on profitability.
Worker Handbooks	Complement your recruitment and induction processes with a welcoming worker handbook. Fully branded using your own corporate identity, the handbook explains who you are, the benefits of working for you and the policies and procedures that apply, ensuring your worker has all the information they need before they start work for you. Delivered as a Word document which can be printed or used electronically.
Worker Inductions	Engage workers with a professional induction. We'll transfer your own information into a fully branded Powerpoint presentation or video slideshow complete with a checklist to confirm attendance and understanding.
Policy Development	Ensure your policies are up to date, compliant with legislation, and reflect your values and commitments. We'll adapt ALP, RRT or S2G template policies to create a policy to meet your needs.
In-house Training Content	Keep your staff up to date with professional, branded in-house training content for your own delivery – anything from a one-hour webinar on the subject of your choice, to an ongoing development programme for your new starters. If you want to engage ALP trainers, please contact us through the ALP Academy.
Video	Professional promotional video for your business – can be used on your website and social media, to promote your business to clients, workers or staff. Up to four minutes long with two days location filming and two rounds of editorial changes included.

Programme	Deliverable
Complyer	**Get an independent and confidential assessment of your own legal compliance.** **Our consultant will use the Complyer software tool to map findings against the GLAA Licensing Standards and deliver a detailed and confidential improvement recommendations report.**
RRT RESPONSIBLE RECRUITMENT TOOLKIT.ORG	**See how your business is performing across all areas of responsible recruitment using the Responsible Recruitment Toolkit (RRT) online tool.** **Using the tool, our consultant will review your current performance and guide you through the Responsible Recruitment Pillars/Standards to support you to embed responsible recruitment in your business and supply chains.**
clearview Global Labour Provider Certification Scheme	**Clearview independent certification enables labour providers to demonstrate to existing and potential clients that they operate responsibly, professionally, legally and ethically in their sourcing and supply of workers.** **Our Clearview trained consultants will work through the standards with you prior to your Clearview application to help you maximise your performance at audit.**
stronger together tackling modern slavery in supply chains	**The interactive Stronger Together Labour Provider Good Practice Implementation Checklist enables labour providers to assess how prepared their business is and develop an action plan for processes still required to be put in place to deter, detect and deal with modern slavery risks.** **The Stronger Together Checklist Verification Assessment is an independent review of the progress your business has made in implementation of these operational controls. Our consultants will work through the step-by-step process with you, providing gap analysis and a supporting action plan.**
COMPLIANCE OPERATIONS CORE RATING EVALUATION	**Our consultancy will use the Compliance Operations Rating Evaluation Score checklist to give an overview of performance and form the basis of a comprehensive continuous improvement process.**