

SALTWATERHR



HR FOR STARTUPS

WHAT YOU REALLY NEED TO KNOW

How to build strong foundations
without overcomplicating things.




WHY IT MATTERS



It's tempting to skip HR in the early days.

But when you scale without it, you risk:

- ◆ Compliance issues
 - ◆ Blurred boundaries
 - ◆ Team confusion
 - ◆ Costly clean-up later
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Getting it right early = smoother growth and less stress.

WHAT YOU NEED FIRST

You don't need everything – just the essentials:

- ✓ Offer Letters
- ✓ Employment contracts
- ✓ Right-to-work checks
- ✓ GDPR compliant processes
- ✓ Simple professional onboarding
- ✓ A short staff handbook
- ✓ Clear holiday, sick leave & probation terms



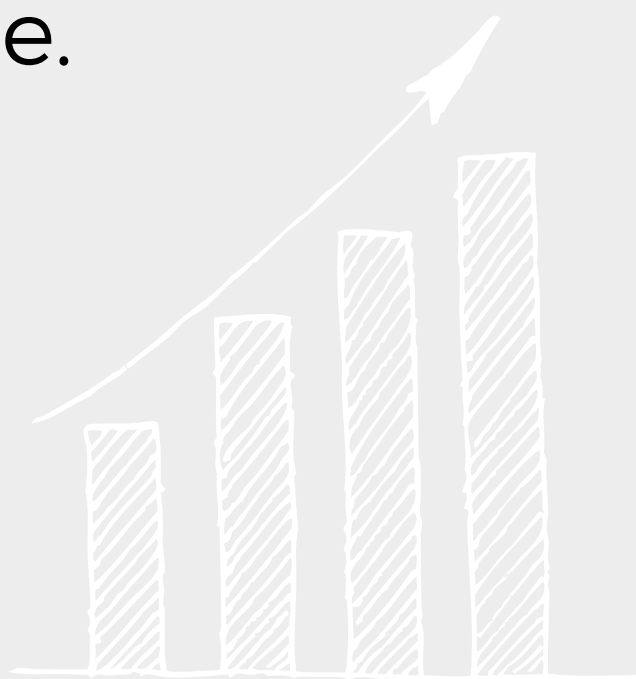
Just enough structure to protect your team and your business.

WHAT COMES NEXT (AS YOU GROW)

As you grow, so do your people needs.
That's where we help you level up:

- ◆ Clear and fair policies
- ◆ Performance & feedback frameworks
- ◆ Pay and progression structure
- ◆ HR Systems to track and automate
- ◆ Culture and organisational strategy

No overwhelm. Just the right tools at
the right time.



WHAT WORKING WITH US FEELS LIKE

Working with Saltwater HR means:

- 🧩 Tailored, practical advice
- 🗣️ Plain-English guidance
- ⚖️ Compliance with care
- 🤝 A partner who shares your values

No fluff. No jargon. Just HR that fits your business.





**“ENSURE YOUR
DOCUMENTATION IS
SHORT AND SHARP AND
MAKE MUCH MORE USE
OF PEOPLE-TO-PEOPLE
COMMUNICATION.”**

Bentley and Borman

