

***empower***<sup>®</sup>  
by **AdviserPlus**

# PRICING DOCUMENT

**AdviserPlus** |  An  
Empowering  
People Group  
company

## **empower<sup>®</sup> enable & transform - Implementation**

The commercial model for the **enable** and **transform** packages encompasses a licence and implementation fee.

**Implementation Fee** – charged on a time and materials basis in accordance with the rates below. For organisation up to 5000 employees on the **empower<sup>®</sup>enable** solution, we would expect this to be between 15 and 20 days.

### **This includes:**

- ✓ Project management
- ✓ Technical configuration
- ✓ Setup of standardised core ER processes
- ✓ MI reporting setup (Microsoft Fabric framework)
- ✓ Standard training package
- ✓ Testing and hypercare

For organisations with more than 5,000 employees, implementation costs are scoped separately, with day rates tiered (as below) to reflect increased complexity and delivery requirements.

*All prices in this document are exclusive of VAT and out-of-pocket expenses.*

| Summary Category                                       | Day Rate | Roles                                                                                                                                                                                                      |
|--------------------------------------------------------|----------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Director Level</b>                                  | £1,250   | Head of Development, Solutions Architect, Account Director                                                                                                                                                 |
| <b>Implementation / Project Manager</b>                | £900     | Implementation                                                                                                                                                                                             |
| <b>IT, Systems and Security Lead</b>                   | £900     | IT Systems & Security Lead                                                                                                                                                                                 |
| <b>MI / Reporting Lead</b>                             | £900     | MI / Reporting Lead                                                                                                                                                                                        |
| <b>Business Relationship Manager</b>                   | £900     | Business Relationship Manager                                                                                                                                                                              |
| <b>ER Technical Lead</b>                               | £900     | ER Technical Lead                                                                                                                                                                                          |
| <b>All Other Supplier Personnel (Professional)</b>     | £900     | Trainer, Content, Process, Test Manager, Lead DevOps Engineer, Solution Delivery Manager, Customer Success Manager, Senior Developer, Project Manager, Business Analyst, Data Analyst, Technical Architect |
| <b>All Other Supplier Personnel (Non-Professional)</b> | £500     | HR Administrator, Junior Developer, Apprentice Data Analyst.                                                                                                                                               |

## Licence fee

Unlike many SaaS providers that operate a **per-user licence model**, our pricing is **organisation-wide and scalable**.

The annual licence fee is based on total organisational headcount rather than individual system logins, meaning that as your workforce grows, the cost per employee decreases significantly. For example, at 1,000 employees the cost per employee is £25 annually, at 10,000 it's £8.65, and for larger organisations, like our current clients with 150,000 employees, it drops to £3.01. Even at the upper limit of 250,000 employees, the cost per employee is just £2.21.

This approach ensures our platform remains highly cost-effective for large and expanding organisations, while providing full access to all employees without incremental per-user charges.

The table below provides a high-level illustration of the pricing model for both the *empower® enable* and *empower® transform* variants, based on representative employee bandings.

Actual pricing is calculated using more granular bands to ensure alignment with your organisation's exact headcount. All licence fees are subject to the payment terms outlined below and include access to the core functionality for each configuration.

| Employees      | Enable Licence Fee | Cost per employee (Enable) | Transform Licence Fee | Cost per employee (Transform) |
|----------------|--------------------|----------------------------|-----------------------|-------------------------------|
| <b>1,000</b>   | £25,000            | £25.00                     | £27,500               | £27.50                        |
| <b>5,000</b>   | £49,000            | £9.80                      | £53,900               | £10.78                        |
| <b>10,000</b>  | £86,500            | £8.65                      | £95,150               | £9.52                         |
| <b>25,000</b>  | £181,500           | £7.26                      | £199,650              | £7.99                         |
| <b>50,000</b>  | £281,500           | £5.63                      | £309,650              | £6.19                         |
| <b>100,000</b> | £381,500           | £3.82                      | £509,650              | £5.10                         |
| <b>150,000</b> | £451,500           | £3.01                      | £664,650              | £4.43                         |
| <b>250,000</b> | £551,500           | £2.21                      | £764,650              | £3.06                         |

## Payment Terms

- Year One fees are payable upon contract signature.
- Fees for Year Two and subsequent years are payable annually on the anniversary of the contract signature.
- Pricing is recalibrated quarterly in line with current employee numbers.
- Annual increases will apply in line with the Consumer Prices Index including owner occupiers' housing costs (CPIH).
- All fees are invoiced annually in advance.

## Employee Relations advisory and support services

Outsourcing employee relations advisory services are an optional complement to the **empower<sup>®</sup>** technology. Our UK-based team provide expert, compliant and solution-focused ER guidance, operating as a seamless extension of your HR function. Delivered by CIPD-qualified advisers fully immersed in your organisation's policies, processes, culture and risk appetite, the service ensures consistency, compliance, and improved case outcomes.

Pricing is based on role requirements at the following per annum costs:

| Role                    | Cost per annum per role |
|-------------------------|-------------------------|
| HR Assistant            | £50,000                 |
| HR Advisor              | £60,000                 |
| Senior HR Advisor       | £70,000                 |
| HR Technical Consultant | £80,000                 |

Invoiced quarterly in advance. Prices exclude VAT.

## Legally privileged advice

As an **Empowering People Group** company, AdviserPlus is in the unique position of being able to offer employment law escalation via our regulated group legal division. This integrated employment law expertise strengthens employee relations decision-making, providing rapid access to legally privileged advice for high-risk and complex matters. It enables open, commercial discussions without fear of disclosure in litigation or subject access requests.

Legally privileged advice is pragmatic, solutions focused and provided by an employment lawyer at the following daily rate:

| Role              | Cost per day per lawyer |
|-------------------|-------------------------|
| Employment Lawyer | £1,600                  |

Invoiced monthly in arrears. Prices exclude VAT.

## Policy consultancy

Our expert team can also review, update or fully redesign contracts, handbooks and policies to remove legal risk and create a clear, commercial and contemporary tone. We ensure your employment contracts and policies protect your organisation, engage your people, and reflect your business priorities. This service is priced based on the complexity of the requirement and seniority of staff, with prices per day ranging from:

**£800 - £1,200** per day, plus reasonable expenses.

Invoiced monthly in arrears. Prices exclude VAT.



An  
Empowering  
People Group  
company

Find out more [here.](#)



**For more information,  
please get in touch**

 [adviserplus.com](https://adviserplus.com)

 0844 327 2293

 [info@adviserplus.com](mailto:info@adviserplus.com)

  

## About Us

AdviserPlus, an Empowering People Group company, is a leading UK provider of Employee Relations transformation services. Working with large UK corporates and FTSE 100 companies, we combine Employee Relations experts and industry leading technology to deliver next level case management, increase the capability of line managers and improve commercial performance.