



FHS Enterprises Limited

Company Profile

Your Strategic Partner

While many recognise the unique opportunities for trade, investment, and growth that the world offers, predicting market risks is not easy, particularly given the rate of exponential change in multiple indicators, whether economic, political, technological, or social. FHS offers our clients many years' accumulated know-how and solid experience, whether dealing with employee related matters or helping to minimise risk and leverage business opportunities across Cyprus, Europe and indeed the rest of the world.

Compliance Solution

What matters in today's business environment is fast turnaround times and cost-effective solutions. We have over 15 years' experience in high-level, complex Employment Relations, Employment Law, Human Capital Management, Legal and Compliance Solutions, and Corporate Benefits. Our focus is on "what is best for our clients" and striving for excellence, in both offering and solutions. FHS is committed to providing clients with cost-effective outcomes by ensuring work is done at the right level, and in the manner, that best suits our client's needs, preferences, and pricing structures.

Tailored Solutions

FHS provides services to Companies and Individuals across all market segments. Unlike other competitors we do not outsource our client's problems but take ownership of these issues and deal with it personally. We have a sustainable long-term approach to business. We accept that establishing and nurturing long-term relationships with clients is the cornerstone of any successful business and therefore have designed our service offerings accordingly. Our turnaround times are exceptional and our promise to you is that "we are always here to assist you".

At FHS we understand that our client's needs are very different. With that in mind, we created our service delivery in such a way that our clients can chose a solution that works best for them.

Our Bespoke Solutions can be accessed as follow:

1. On an ad-hock basis, as and when needed hourly rate basis.
2. A fully outsourced function on a retainer fee.
3. A project-based fee structure.

Our Areas of Expertise

- Human Capital Management
- Employment Relations - Labour and Employment Law
- Legal and Compliance Solutions
- Corporate Benefits

Human Capital Management Solutions

We assist in transforming traditional administrative functions of Human Resources into opportunities to drive engagement, productivity, and business values, and aligned these towards the achievement of business imperatives.

We enable our clients to enjoy the benefit of a one-stop fully outsourced human capital management service.

Our strategic solutions include:

- Recruitment & On-boarding
- Performance Management
- HR Development and Skills Development
- Reward, Recognition & Remuneration
- Retention & Succession Planning
- Employment Equity and Diversity Management
- Payroll

We also deliver the following day-to-day general HR functions:

- Drafting and implementation of employment contracts
- Drafting and implementation of all relevant policies and procedures
- Implementation of all relevant forms and precedents
- Implementation of all legal requirements as stipulated in all Legislation pertaining to Labour and Employment Law
- Leave and Sick Leave management
- Design and implementation of Employee Wellness programs
- Assisting with Health and Safety processes and best practices
- Managing of Employee files and records

Employment Relations Solutions

Managing the complex relationship between employer and employee is no easy task. FHS proactively seeks to mitigate risks within our client's business and to reduce conflict as well as add value to business operations by implementing practical solutions that assist management in dealing with labour and employment legislation requirements.

Our specialist solutions include:

- Labour Audits and Compliance
- Discipline and Grievance Management
- Performance Assessment and Management
- Incapacity Management
- Management Development
- Restructuring–
- Collective Bargaining
- Policy and Contract Drafting
- Policy and Contract Implementation
- Supply basic and ongoing Employment Relations training
- Telephonic and Email Assistance
- Relevant Laws and

Legal and Compliance Solutions

Our Legal and compliance solutions is offered to both Companies and Individuals. We understand the need for good, sound and quality legal advice. Our experts will make sure that you are covered.

Our expert solutions include:

- Advice, review and/or drafting of various Agreements.
- Property, Commercial and Individual Tenancy Agreements.
- Registration of Companies within Cyprus.
- Assistance with Work Permits and Residency applications, registrations, and re-newels
- Property and holiday property maintenance and registration of short- and long-term holiday rentals with the Cyprus Registrar.
- Assistance in applying and obtaining Permanent Residency in Cyprus in terms of the Property Investment Scheme.

Corporate Benefits

We help businesses reward, motivate, and empower their employees with our state-of-the-art group benefits platform in conjunction with our registered financial planning partners.

We offer the following group benefit solutions:

- Health Insurance – Inpatient & Outpatient Treatment
- Life Insurance with additional benefits
- Death by Accident
- Permanent Total Disability due to Accident or Illness
- Permanent Partial Disability due to Accident
- Personal Accident Insurance
- Serious Disease Insurance

In addition to the above group solutions, we also offer a comprehensive independent personal financial planning service to individuals including:

- Life Insurance solutions
- Savings and Investment solutions
- Offshore Investment solutions
- Offshore banking
- Trust and fiduciary services

Contact Us

We are looking forward to welcoming you to the FHS Enterprises family. Contact us today to start the journey to a brighter future.

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