



tribal

Your business operations partner

HR | Payroll | IT | Recruitment | Health & Safety

OUTSOURCED

poweredbytribal.co.uk

Google



5 Stars | 70+ Reviews

Helping small businesses lead, grow, and thrive.

With Tribal, you don't get just another service provider – we are the operations partner you can trust.

Our story is rooted in a commitment to small businesses and their people. Because running a business is hard enough. Managing admin is taking away your time and focus from what really matters: growing your business, leading your team, and making an impact. We operate from Essex, London and the North West, delivering services to businesses throughout the UK.



Outsourcing that saves time, money, and stress.



For small businesses (typically with 10-80 employees), managing HR, payroll, IT, health & safety and recruitment in-house is often costly and distracting. Outsourcing provides instant access to experienced specialists — from administration to senior leadership — without the expense of full-time salaries, freeing you to focus on growing your business.

It reduces risk, ensures processes are handled accurately and legally, and removes reliance on any single individual. It also scales with your business, giving you the right level of support as your needs change, while delivering peace of mind through a smarter, safer and more efficient way of working.

A powerful partnership.

Tribal is now part of the Seetec Group. Together, we deliver at scale with social value built-in.

Tribal's award-winning Recruitment HR, Payroll, IT, and Health & Safety services now sit alongside Seetec's wider people-development and social-impact mission.



Making business operations effortless, together.

Hi, I'm Debbie, founder of Tribal, and now leading People Solutions at Tribal. With nearly 30 years in HR, I've worked with everyone from global firms to small businesses.

Whether its hiring the right people, resolving your employee problems, keeping you out of an employment tribunal or using smart time saving software to manage your employees.

Debbie Johnston
Head of People Solutions



Some of the key services we can help with are:

- HR Management
- Recruitment
- Payroll
- IT Support
- Health & Safety

10% off*
when you take out more than one service

* terms apply

Benefits of using Tribal services

- 1 It's your **one stop shop** for all things business operations giving your business competitive discounts, the more services you take out with us.
- 2 Big business compliance and expertise with **small business costs**
- 3 **We've got your back** with your employees, clients, HSE, HMRC and ICO and the multitude of other risks that SME's face on a daily basis.



HR Management

with Tribal

Prices from
£6.50
per employee

Building a productive team starts with effective HR management.

We work in partnership with you, with a named dedicated consultant, to manage employee relationships, establish clear policies, and ensure legal compliance, all while fostering a positive and supportive workplace culture.

Our experienced HR consultants support your business end to end — from contracts, inductions, and compliance to strengthening internal processes and resolving issues early. By staying on top of employment law, we help reduce risk, improve retention, and create a culture that keeps your best people engaged and motivated.



Recruitment

with Tribal

Prices from

£895pm

for 4 recruitment
campaigns pa

Assembling your hero team?

Don't risk the Recruitment handbrake going on, by leaving your in-house recruitment to be led by managers' – Our outsourced support packages give your business:

- **Peace of mind** – growing fast or mobilising a new contract – your dedicated resource can run assessment centres / on-site support
- **Access to a full recruitment team**, from resourcers to senior consultants saving you up to 50% using agencies alone
- **Freeing up busy managers** who may delay and block the recruitment process as they are focused on running your business





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Payroll with Tribal

As your business grows, payroll becomes more complex and time-consuming.

With over 120 years of combined experience, our professional team handles your payroll so you can focus on your core mission.

Prices from

£8

per payslip

Stay compliant

All our payroll processes are in line with HMRC regulations.

Never miss a payday

Get accurate, on-time payments so your team is always taken care of.

Give employees access

Staff can see their payroll details using the self-service portal.

Reclaim your time

Your dedicated payroll officer handles queries directly, saving you valuable time.

Report to HMRC

Your Full Payment Submission and Employer Payment Summary are handled for you.

Get fast responses

All payroll queries are answered in 2 working days or less – guaranteed.

IT Support

with Tribal

Prices from

£40

per user/month

We'll keep your team online and secure...



...from mischievous bots.

Your business relies on technology doing what it's supposed to, and we know every minute of downtime counts.

Our IT experts are always available to support you, so that technical issues never hold your team back when you need to get work done.

Prices from

£95pm

Cyber Essentials



Health & Safety

with Tribal

Price
£825
per building

At Tribal, we provide expert guidance and carry out vital risk assessments to keep your workplace safe, compliant, and efficient.

You'll have a dedicated, competent team who understands your industry and provides expert support to keep you compliant.

Providing dynamic software alongside the expert help and advice that can really save your business time and money and helping you sleep soundly at night safe in the knowledge that your Health & Safety is compliant.



What our clients say about Tribal



5 Stars | 70+ Reviews

Great Service



Tribal have been extremely helpful with getting all my new business' contracts and policies in line to start hiring. Debbie really went the extra mile to help the business and I would highly recommend Tribal!

Curtis Staple
Senior Manager

Professional



Debbie and the team consistently demonstrated professionalism, efficiency and a genuine commitment to understanding our needs as a business. A seamless and enjoyable process.

Lucy Boorman
Director

Excellent



Debbie and Team have been excellent at coming in and overhauling our existing HR setup, getting us fully up to speed. I would highly recommend Tribal services to other businesses.

Amar Sharma
Finance Director

Responsive



The Tribal team are super responsive which we all know is imperative when dealing with people and sensitive information. Great personable and approachable services

Flip Out Lakeside

Free Downloadable Resources

We've created a range of practical, easy-to-use resources to help employers stay compliant, make better people decisions, and feel more confident managing their workforce.

Each download is **free**, quick to access, and designed to give you immediate, real-world value

FREE Candidate Assessment Scorecard

Our Recruitment Candidate Assessment Scorecard helps you streamline the hiring process, making it easier to compare candidates fairly, measure key competencies, and ensure you select the best fit for your team.



FREE Workplace Harassment Checklist to assess your compliance

New UK law requires every employer to take certain measures to prevent workplace harassment.



FREE Employment Rights Act 2026 Checklist

9 things AI won't tell you about the new Employment Rights Act - but if you run a small business you need to know



For more **free resources** visit
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Why work with Tribal?

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Our story is rooted in a commitment to small businesses and their people. Because running a business is hard enough. Managing back office functions is taking away your time and focus from what really matters: growing your business, leading your team, and making an impact.

Whether you're looking for strategic business support, have a question about our services, or just want to chat about how Tribal can help your people flourish – we'd love to hear from you.

For more information

Call 01245 975566

Email hello@poweredbytribal.co.uk

poweredbytribal.co.uk



tribal

A Seetec Group Company

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Company Registration No. 2291188 England | VAT Registration No. 507 5104 75



Proudly
employee
owned.



INVESTORS
IN PEOPLE | Gold

Certified



Corporation