Hafton HR

Outsourcing HR

Rethinking HR Models in a Challenging Aid Landscape

Thursday 19th March 2026

Agenda

01	Intro: Setting the scene – challenging landscape
02	What are the different outsourced HR models?
03	Why consider outsourcing all or part of the HR function?
04	What are the benefits and drawbacks?

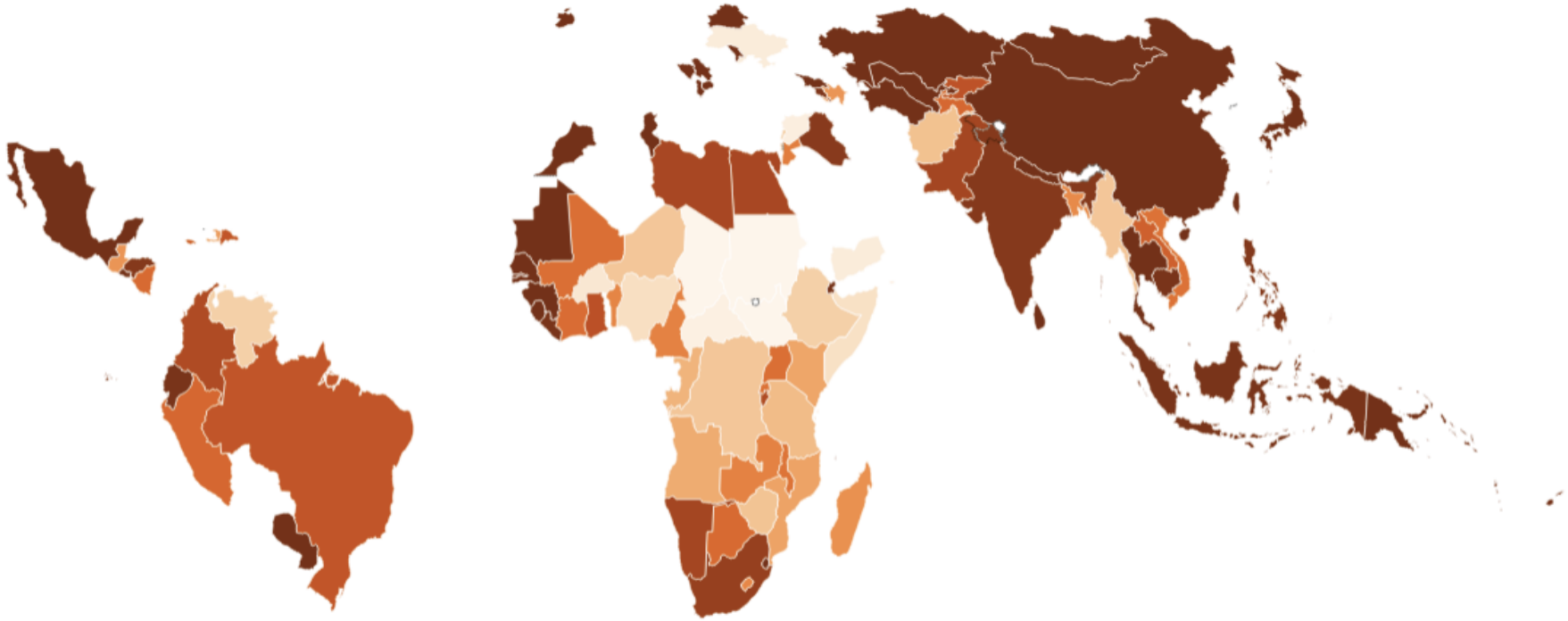
Challenging Landscape?

The challenges?

- **Huge cuts in international aid and USAID budgets**

The challenges?

Cut in $ | **Cut as % of USAID program** | Cut as % of GNI



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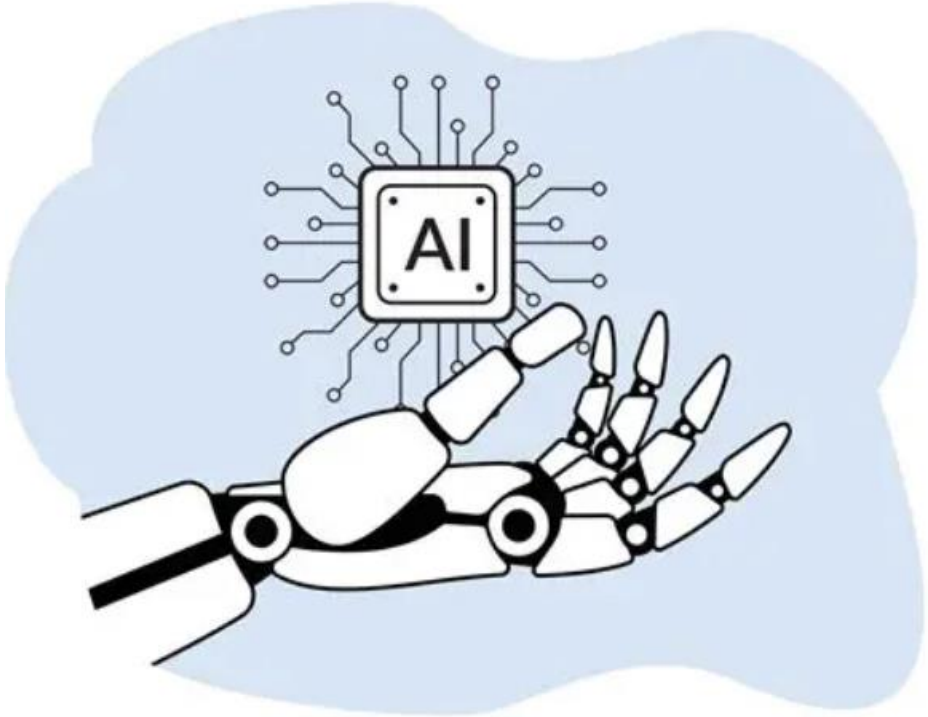

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- **Huge cuts in international aid and USAID budgets**
- **Restructures in international NGOs**
- **Introduction of Artificial Intelligence changing the nature of work**
- **Introduction of the new Employment Rights Bill**

What are the different models of Outsourced HR?

Outsourcing the full HR function

HR consulting and fractional HR

HR information systems/software

Hybrid model

Shared services model

Why consider outsourcing all or part of the HR function?

The benefits?

- **Cost savings**

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- **Cost savings**
- **Access to expertise**
- **Enhanced compliance**
- **Scalability and flexibility**

And the downside?

The downside?

- **Potential loss of control over key processes**
- **Communication barriers with external providers**
- **Internal HR expertise undermined**
- **Confidentiality risks**
- **Becoming overly dependent on external providers**

Final thoughts