

HR RISK ASSESSMENT

A HR Risk Assessment is like a health check, it plays a vital role in instilling a sense of confidence in the management and HR functions of an organisation.

Our Value Proposition

A HR Risk assessment is a process of reviewing the implementation of HRM policies, procedures, documentation, systems and practices to ensure compliance with employment law, eliminate liabilities (gaps), and educate management (feedback).

Our HR Risk assessment provides you with a comprehensive audit analysis with outcomes reported on 3 levels:

- ▲ **Value for money** - the focus is on policies, on-boarding and termination, employee relations, employment equity, absence management, HRIS and administration.
- ▲ **Adding value** - review performance management, organisational design, benefits practices, reward practices, learning and development and HR strategy.
- ▲ **Creating value** - the focus is on talent management and employee retention.

Depending on your need, and the maturity of your business and HR function, we tailor the HR Risk assessment to measure and report on the elements which will add value to you.

Our approach

- ▲ Begins with the proper analysis and evaluation of HR policies, procedures and processes
- ▲ Understand the business and HR Strategy
- ▲ Understand key business drivers and objectives
- ▲ Identify strengths and weaknesses
- ▲ Interpretation, analysis and modelling
- ▲ Recommendation of appropriate interventions
- ▲ Recognises technology as an enabler and not a solution
- ▲ Solution design

Our framework ensures

- ▲ Alignment with HR legislation and SABPP
- ▲ The link between strategy, business objectives, business process value chains and people strategies are agreed and understood
- ▲ Decision making that is right first time
- ▲ Reduced cost, reduced risk and excellence in service delivery

Our Auditing requires

- ▲ Support and buy-in from senior and top management
- ▲ Proper introduction and communication to HR and employees involved in the auditing process
- ▲ HR Systems delivering accurate information for analysis
- ▲ Ownership by the HR functions

Related Services

- ▲ Development of an integrated comprehensive HR strategy
- ▲ Coaching & mentoring
- ▲ HR capacity and capability building
- ▲ Intervention integration to ensure alignment with overall HR and business strategy
- ▲ HR metrics and business scorecard

Contact Us