

Human Resources for Accountancy Clients

Why does offering HR to your clients make sense?

As an accountant, you play a significant role in the financial affairs of your clients. You want your clients to succeed and continue to be financially successful. What you certainly do not want is for them to fall foul of employment legislation, end up in employment tribunals and paying large fines or awards for damages.

By offering your clients the opportunity to ensure they are legally compliant and getting the best from their people, you may be securing their futures as well as your own.

The Need for Human Resources

For a variety of reasons, not all of your clients will require HR support. They may not employ people, they may only use contractors or they may have their own advisor.

However, from the time your client employs their first member of staff, they are legally obliged to comply with the UK and European employment legislation in force in the UK.

Key questions which can be asked to identify a need

1. Do you employ people? If yes, do they have contracts of employment?
All employees must have written contracts of employment.
2. Do you have a health and safety policy? *If they have more than 5 employees, this must be documented.*

3. Do you have policies on equality, disciplinary, grievances, sickness, holidays, maternity leave, paternity leave etc. *These should be documented and communicated.*
4. Do you have copies of everyone's passports, birth certificate and applicable work permits on file? *If not, they are in breach of the Immigration and Asylum Act.*
5. Do you have any problems managing your staff? *This is a waste of valuable time and can be costly.*

Working with DOHR

At DOHR we recognise that you value your clients and respect that not all accountants will be happy introducing their clients to a third party provider.

As a flexible business, we offer our introducers the same bespoke service we offer our clients. There are many ways in which we can work together: At one extreme, accountants may wish to remain separate from HR services provided and purely suggest clients get in touch. At the opposite end of the spectrum, some Accountants may wish to own the relationship and remain actively involved. We would welcome the opportunity to discuss our services and find a business model which works for you and your clients.

Next steps

If you identify that a client has a need for HR Support, please introduce them to DOHR. A meeting can then be arranged with the client, either with your participation, or independently.

"We do HR – Making the Workplace a better place to be"