

WE DO HR, SO YOU DON'T HAVE TO

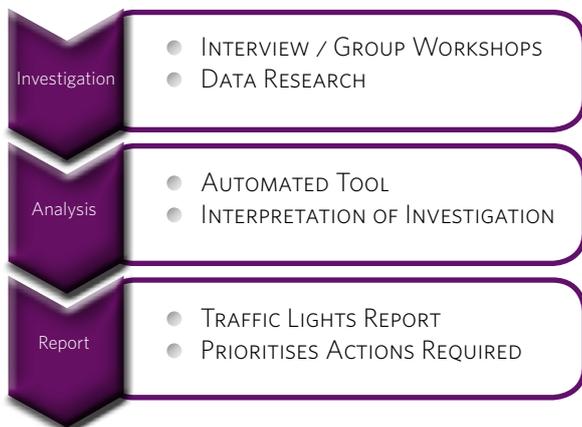
## HR Audit

Human Resources (HR) is an extensive area of the business which impacts on finance, sales and operations, marketing and IT. No area of your business operates in isolation and as such getting your HR right can improve all areas of the business, including your bottom line.

NO MATTER HOW LARGE OR SMALL YOUR BUSINESS, LEGISLATION MEANS THAT THERE ARE INTRINSIC RISKS FOR EVERY BUSINESS THAT HAS A WORKFORCE. AS A BUSINESS MANAGER, YOUR ROLE IS TO UNDERSTAND THE RISKS AND TAKE PRACTICAL STEPS TO REDUCE THEM.

### GET IT RIGHT

At DOHR we review your current policies, procedures and practices and compare these to legislation, best practice and industry standards. We identify your risks, prioritise them and provide you with practical solutions to reduce or remove them. All solutions are based on a thorough understanding of your business and our comprehensive and objective methodology.



### WORKING TO YOUR NEEDS

Our HR audit is scalable to fit your company's needs whether you have five employees or five hundred. The exact methods used vary according to your culture, structure and size. DOHR audit provides companies with an objective critique of what actually happens with people management issues within the business. If you have an HR team, we can work with them to improve your current practices.

Our approach to the audit means that where appropriate, employees of all levels and across all areas of the business may be interviewed and the views of management are tested on the ground. This powerful technique cross references policy and strategy with practice. Sometimes the necessary policies and processes are in place but lost in translation. Our audit will identify these issues.

### GO GREEN AND SECURE YOUR BUSINESS

THE HR AUDIT CAN BE TAKEN AS A STAND-ALONE PRODUCT DELIVERED FOR YOU TO IMPLEMENT RECOMMENDATIONS OR AS THE FIRST STEP IN ONGOING CONSULTANCY AND SUPPORT AS DOHR WORKS TO ACHIEVE COMPLIANCE AND YOUR ONGOING BUSINESS SUCCESS. OUR FINDINGS ARE SIMPLE TO UNDERSTAND AND USE A TRAFFIC LIGHT APPROACH:



THERE IS A SIGNIFICANT RISK TO YOUR BUSINESS WHICH NEEDS TO BE FIXED NOW

THERE ARE HR CHANGES YOU SHOULD MAKE IN THE NEXT 6 - 18 MONTHS TO IMPROVE THE PERFORMANCE OF YOUR BUSINESS

YOU ARE DOING REALLY WELL WITH THIS ASPECT AND UNLESS THE BUSINESS GOES THROUGH SIGNIFICANT CHANGE OR THERE IS NEW LEGISLATION, YOU DON'T NEED TO LOOK AT THIS FOR THE NEXT 2 YEARS

Your comprehensive audit will review all aspects of your HR from recruitment and selection through to policies for absence and performance management, pay and benefits data, administration of employees, training opportunities, organisational structure and succession planning.

IF YOU WOULD LIKE MORE INFORMATION, PLEASE CONTACT DOHR ON 01923 504100 OR AT [ENQUIRIES@DOHR.CO.UK](mailto:ENQUIRIES@DOHR.CO.UK)