HR health check Report

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Legal Compliance

A **failure** to pay attention to measuring compliance can lead to a company not only falling foul of regulators, but also facing fines, censures, reputational damage and even, in some instances, the prospect of jail time for directors.

Compliance requirements differ by jurisdiction, making evaluating legal compliance a difficult and sizeable responsibility for entity managers?tasked with its tracking.

suggestion:
How to ensure you're fully legally compliant

A business' state of compliance can be evaluated at two levels:

Compliance with the external rules imposed upon the business as a whole by Government or industry body regulations, including compliance with laws or ethical standards; and?Compliance with the internal systems of control imposed by the business to help it achieve compliance with those externally imposed rules.

Robust legal compliance requires easy and quick access to up-to-date, real-time data; measuring using old or incorrect data can actually cause compliance to slip, which can have a long-lasting financial and reputational impact on an entity or larger group of entities.

Technology's role in legal compliance

Entity management software has emerged as a solution to getting and storing essential data.

The main objective of legal entity management software is to store and maintain all subsidiary-related information to establish a single source of truth for all entity-related information. It allows for the implementation of processes and procedures across all global entities to ensure precision, accuracy and timeliness with your compliance program.

Get in touch with us and schedule a demo?to discover how Diligent's entity management software can support your compliance team in achieving control and visibility of governance, risk and compliance goals, and help you to get clarity on how to evaluate legal compliance.

Hours of Work and Leave

Employees not specifically exempt from the overtime provisions of the FLSA are considered non-exempt (hourly) employees by UNL and are eligible for overtime compensation. Employees should not be scheduled for overtime work without the appropriate departmental authorization.

Abuse of flextime scheduling may result in loss of the privilege.

Occasions may arise when flextime must be suspended temporarily because of departmental work load, vacations, or other reasons. When this occurs, the department should give employees as much advance notice as possible.

Adequate supervision must be provided for employees on flextime. However, this does not require that supervisors be present during all hours worked by employees. Supervision can frequently be exercised by measuring productivity.

Policies & Practices

Well-written company policies aim to help businesses in many ways.? Policies demonstrate that the organisation is being operated in an efficient and businesslike manner, raise stability and ensure consistency in the decision-making and operational procedures.
Policies are also beneficial in assisting employers defend themselves in an unfair dismissal claim, OHS prosecution or liability claims.Your company should pay extra attention to this aspect.

Employee Relations

When employees have a strong, healthy relationship with their employers, the entire company benefits. Studies show that employees who have mutually respectful relationships with their employers are more likely to be happy, loyal and productive in the long-run. Unfortunately, building a relationship of this nature is easier said than done. You should Retain Loyal Employees, Fewer Workplace Conflicts and Increased Productivity.

Performance Management

Performance management?is a corporate?management?tool that helps?managers?monitor and evaluate employees' work.?Performance management's?goal is to create an environment where people can perform to the best of their abilities to produce the highest-quality work most efficiently and effectively.
There are a number of performance management processes, tools and approaches companies can take to inspire, monitor and manage employees. An effective performance management system requires commitment and dedication from the human resources department and managers and employees.

Training and Development

The pace of technology change, in particular, is accelerating, requiring businesses to oversee transitions to new processes and procedures on a regular basis. When these changes require adjustments at the structural as opposed to project level, businesses are required to implement?organizational change.

Organizational change management is designed to reduce potential negative fallout of any general, structural changes in a business. Specifically, organizational change management focuses on both the micro and the macro levels. Whether requiring workers to learn new skills, reallocating responsibilities and priorities or investing in new tools or software, organizational change management process involves a top-down approach to managing change.

Recruitment & Retention

Employee recruitment and retention are major challenges that many employers and HR teams struggle with. For instance, these days employees are increasingly demanding a more balanced work life and are not willing to sacrifice everything for their careers. Lifelong employment with one organization is no longer the core desire. Instead, they'd rather continue to search for the?best pay, benefits, and culture & work environment.no one is going to want to join an organization when they have no idea how any of its internal processes work. In addition, those managers must communicate frequently with their staff, to build a positive working relationship and share necessary information.

Change and Reorganisation

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Pay and Benefits

Employee Communication & Engagement

Health and Safety

Covid Related

Employee Records and GDPR