

# HR COMPLIANCE AUDIT REPORT

**Client Name:** AOGRL-001  
**Audit Period:** 2025-12  
**Report Date:** 2025-12-21  
**Report ID:** TITAN-2025-12-3119

## 1. Executive Summary

Overall Status: **NON-COMPLIANT**  
Compliance Score: 95%

This audit reviewed 210 employee records against PRB-2026, Workers' Rights Act 2019, and Statutory requirements. Critical violations were found in 0 areas requiring immediate attention.

## 2. Salary & Compensation Violations (PRB 2026)

Issues related to Basic Salary, Grade alignment, and Annual Increments.

Employee	Designation	Tenure	Ref	Rule	Actual	Limit	Action
Kinsley Li	G1 (Permanent)	5.0 Yrs	PRB26-SAL -001	Salary Floor	Rs 15566	Rs 16500	Increase by Rs 934
Vidya Dupont	G1 (Permanent)	5.0 Yrs	PRB26-SAL -001	Salary Floor	Rs 15916	Rs 16500	Increase by Rs 584
Priya Appadoo	Manager (Permanent)	3.9 Yrs	PRB26-SAL -001	Salary Floor	Rs 15504	Rs 16500	Increase by Rs 996
Yusuf Li	Manager (Permanent)	1.9 Yrs	PRB26-SAL -001	Salary Floor	Rs 15707	Rs 16500	Increase by Rs 793
Rajesh Gobin	G1 (Permanent)	1.8 Yrs	PRB26-SAL -001	Salary Floor	Rs 15617	Rs 16500	Increase by Rs 883
Kinsley Khan	G2 (Permanent)	3.1 Yrs	PRB26-SAL -001	Salary Floor	Rs 16085	Rs 16500	Increase by Rs 415
Vidya Li	G1 (Permanent)	1.5 Yrs	PRB26-SAL -001	Salary Floor	Rs 16150	Rs 16500	Increase by Rs 350

Marie Moutou	G1 (Permanent)	5.0 Yrs	PRB26-SAL-001	Salary Floor	Rs 15554	Rs 16500	Increase by Rs 946
Clara Dupont	G1 (Permanent)	1.2 Yrs	PRB26-SAL-001	Salary Floor	Rs 15678	Rs 16500	Increase by Rs 822
Vidya Moutou	G1 (Permanent)	1.1 Yrs	PRB26-SAL-001	Salary Floor	Rs 16059	Rs 16500	Increase by Rs 441
Clara Appadoo	G3 (Permanent)	1.7 Yrs	PRB26-SAL-001	Salary Floor	Rs 16158	Rs 16500	Increase by Rs 342
Aarav Appadoo	Manager (Permanent)	2.9 Yrs	PRB26-SAL-001	Salary Floor	Rs 15871	Rs 16500	Increase by Rs 629
Clara Li	G3 (Permanent)	3.8 Yrs	PRB26-SAL-001	Salary Floor	Rs 15858	Rs 16500	Increase by Rs 642
Marie Sharma	G3 (Permanent)	4.2 Yrs	PRB26-SAL-001	Salary Floor	Rs 16114	Rs 16500	Increase by Rs 386
Vidya Dupont	G2 (Permanent)	4.5 Yrs	PRB26-SAL-001	Salary Floor	Rs 15845	Rs 16500	Increase by Rs 655
Kinsley Payet	Manager (Permanent)	2.1 Yrs	PRB26-SAL-001	Salary Floor	Rs 16213	Rs 16500	Increase by Rs 287

### 3. Leave & Attendance Violations (WRA 2019)

Issues related to Annual Leave balance and utilization.

Employee	Designation	Tenure	Ref	Rule	Actual	Limit	Action
Vidya Dupont	G1 (Permanent)	5.0 Yrs	WRA-2019-SEC24	Annual Leave Limit	30.0	21	Reduce excess: 9.0
Wade Wilson	G3 (Permanent)	3.8 Yrs	WRA-2019-SEC24	Annual Leave Limit	26.0	21	Reduce excess: 5.0
Marie Singh	G2 (Permanent)	4.1 Yrs	WRA-2019-SEC24	Annual Leave Limit	23.0	21	Reduce excess: 2.0
Kinsley Ramgoolam	G2 (Permanent)	2.1 Yrs	WRA-2019-SEC24	Annual Leave Limit	25.0	21	Reduce excess: 4.0
Priya Singh	G2 (Permanent)	4.7 Yrs	WRA-2019-SEC24	Annual Leave Limit	29.0	21	Reduce excess: 8.0
Jean-Claude Lecordier	Manager (Permanent)	2.5 Yrs	WRA-2019-SEC24	Annual Leave Limit	29.0	21	Reduce excess: 8.0
Vidya Dupont	G1 (Permanent)	1.6 Yrs	WRA-2019-SEC24	Annual Leave Limit	27.0	21	Reduce excess: 6.0
Priya Gobin	G3 (Permanent)	1.3 Yrs	WRA-2019-SEC24	Annual Leave Limit	22.0	21	Reduce excess: 1.0
Aarav Moutou	Manager (Permanent)	3.1 Yrs	WRA-2019-SEC24	Annual Leave Limit	23.0	21	Reduce excess: 2.0
Vidya Li	G1 (Permanent)	1.5 Yrs	WRA-2019-SEC24	Annual Leave Limit	25.0	21	Reduce excess: 4.0

Marie Moutou	G1 (Permanent)	5.0 Yrs	WRA-2019- SEC24	Annual Leave Limit	29.0	21	Reduce excess: 8.0
Marie Khan	G3 (Permanent)	4.8 Yrs	WRA-2019- SEC24	Annual Leave Limit	23.0	21	Reduce excess: 2.0
Anoushka Pillay	G1 (Permanent)	2.1 Yrs	WRA-2019- SEC24	Annual Leave Limit	23.0	21	Reduce excess: 2.0
Priya Moutou	G3 (Permanent)	4.7 Yrs	WRA-2019- SEC24	Annual Leave Limit	26.0	21	Reduce excess: 5.0
Anoushka Singh	G2 (Permanent)	2.9 Yrs	WRA-2019- SEC24	Annual Leave Limit	29.0	21	Reduce excess: 8.0
Anoushka Payet	G3 (Permanent)	1.3 Yrs	WRA-2019- SEC24	Annual Leave Limit	26.0	21	Reduce excess: 5.0
Clara Dupont	G3 (Permanent)	1.8 Yrs	WRA-2019- SEC24	Annual Leave Limit	29.0	21	Reduce excess: 8.0
Priya Lecordier	G3 (Permanent)	2.4 Yrs	WRA-2019- SEC24	Annual Leave Limit	30.0	21	Reduce excess: 9.0
Rafiq Rakoto	Specialist (Fixed-Term)	1.4 Yrs	WRA-2019- SEC24	Annual Leave Limit	36.0	21	Reduce excess: 15.0
Wei Diallo	Specialist (Fixed-Term)	0.4 Yrs	WRA-2019- SEC24	Annual Leave Limit	34.0	21	Reduce excess: 13.0
Mamun Islam	Specialist (Fixed-Term)	1.9 Yrs	WRA-2019- SEC24	Annual Leave Limit	26.0	21	Reduce excess: 5.0
Andry Hossain	Specialist (Fixed-Term)	0.8 Yrs	WRA-2019- SEC24	Annual Leave Limit	24.0	21	Reduce excess: 3.0

## Methodology & Disclaimer

*This report is generated based on the data provided. While TITAN checks against official regulations (PRB-2026, WRA 2019), it does not constitute legal advice. Please consult a legal professional for complex disputes.*

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