**HR compliance/employment legislation**

Whether you are an SME or a Multinational, we work to ensure that not only is your Organisation fully compliant with [employment legislation](https://www.adarehrm.ie/employment-law) but you are able to follow best practice within your industry. The review, development and implementation of contracts of employment and employee handbooks is one of our key service offerings that Organisations avail of. Our handbooks are customised to suit the exact needs of each individual Organisation and cover key areas such as Employment Equality and Diversity, Legislative Leave (annual leave, maternity leave, parental leave, force majeure and others), Dignity at Work incorporating Bullying, Harassment and Sexual Harassment, Discipline and Grievance.. We also provide legislative updates and ongoing HR and [Employment Law support](http://www.adarehrm.ie/hr-services/employment-law) and advice.

**Performance development**

Performance management is the activity and set of processes that aim to maintain and improve employee performance. Its aim is to ensure that employees contribute positively to your Business. We will work with you on site to ensure the best practices are in place and carried out by your team, in order to achieve maximum efficiency and success.

**Training & coaching**

Training in key HR areas such as Anti-Bullying and Harassment, Conducting Disciplinary Meetings, Recruitment & interviewing, managing sickness & absence, Equality and Diversity are all regularly delivered in-house within client Organisations.

Through our [HR Management](https://www.adarehrm.ie/hr-services/hr-management) & [HR Outsourcing](https://www.adarehrm.ie/hr-services/hr-outsourcing) services, key areas where our team work within Organisations includes overseeing Investigations for clients when specific issues arise that require an independent third party to investigate allegations of Bullying or Harassment, review and development of Performance Appraisal / Management systems and Organisational Development or Change Management initiatives including managing Redundancy Programmes.

**Payroll outsourcing service**

While payroll deals with compensating employees, human resources take care of employee relations. Although the two functions have distinct roles in an organisation, they also share functions that are crucial for the organisation’s success. Integrating human resources and payroll can reduce paperwork, allows automatic updating and reduce difficulty in providing consolidated reports.