HR AUDITS

Our HR Audit service for Organisations conducts an in depth analysis of your HR function to identify areas of strength, weakness, opportunities and threats. We identify where improvements may be needed. We will review of current practices, policies, and procedures, and may include benchmarking against Organisations. When conducting audits the focus is on:

1. compliance and seeking to establish the level of compliance with existing employment legislation
2. key performance management practices and structures that Organisations should have in place to assist them with the achievement of their plans and effective people management.

EMPLOYMENT CONTRACTS/LAW

Our handbooks and tailored employment contracts are customised to suit the exact needs of each individual business 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 and also areas such as E-mail, Internet and Social Media policies and Health and Safety. We also provide legislative updates throughout the year and an ongoing HR check-in service.

We keep our clients up-to-date on all legislative changes and ensure that every policy and procedure is in place so as to ensure HR compliance and furthermore, achieve success through its performance management practices.

Performance Management

We work with our clients on the ground to ensure that business owners and their management teams not only have the best practices, policies and procedures in place, but also that they are executed to the highest standard of performance development with their business teams. This saves time and cost, ensuring that that the business can focus on it’s core activities with peace of mind.

Why

Killarney HR & Payroll is willing to go above and beyond for their client...

Reason 1

We won’t just advise our clients, we will work with them on site and offer access, support and coaching to all people managers.

Reason 2

Our payroll service linked with our HR coverage offers a guarantee that our clients will be HR compliant. Hr & Payroll functions work better when executed as one. Current employment law and future legislative updates make the HR & Payroll functions running together a vital practice in the current and future environment.

Reason 3

We will come to you first. We will not wait for you to contact us. This ensures that your HR operation operates ahead of time in a proactive manner, thus saving unwanted issues and costly mistakes down the line.