Harrisons

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HUMAN RESOURCES HEALTH CHECK

Specialist HR Consulting with Over 20 Years' Experience

Our HR audit service, which we call *HR Health Check*, is designed to review and evaluate your existing HR practices and prioritise your actions moving forward.

The purpose of the HR Health Check is to review and evaluate your existing people and culture practices, policies and procedures, understand your future business plans, and prioritise your actions moving forward.



Our researched and proven **Best Workplace Method**[™] guides our practice to help organisations manage and motivate employees.



LEADER

Amazing businesses have impressive leaders



CULTURE

Foster a fantastic place to work for everyone



APPOINTMENT

Attract and recruit only the best superstars



PERFORMANCE

Clarify expectations and guide performance



RECOGNITION

Reward employee contribution meaningfully



WELLNESS

Look after health and wellbeing

OUR VISION & VALUES

At Harrisons, we have three core values we live by:



ACT WITH INTEGRITY

We consistently conduct ourselves with honesty and integrity, not compromising our values.



BACK THE TEAM

We support and develop each other as a team, and have fun at work.





DELIGHT THE CLIENT

We are dedicated to be partnering with our clients to help meet their goals.

HUMAN RESOURCES HEALTH CHECK



Harrisons structured process includes identification of the gaps in your existing systems, in such areas as leadership and culture, induction, recruitment and selection, performance management, employee entitlements, policies and procedures, training and development.

Outcome

The HR Health Check findings will be developed into a one-page People and Culture Plan, prioritising areas of risk and opportunity, along with recommendations unique to your workplace, growth and people objectives.

DISCOVERY

- Organisational Chart
- Company Vision & Values
- Previous employee engagement survey results
- Employee remuneration details
- Existing HR documentation (Policies, contracts, PD's)

WORKSHOP

Meeting with consultant & leaders

- Review current organisational structure, business plan, goals & major areas of concern
- Present our Best Workplace Methods
- Discuss key strategies to deliver on your business plan and ensure compliance

AUDIT

Consultant On-site audit

- Engagement Recruitment, Selection, Induction, Position Descriptions, Employee Contracts, Remuneration & Benefits
- Management Code of conduct, Team Values & Behaviours, Organisational Culture, Work Health & Safety, Performance Management, Learning & Development, Employee Wellness, Talent Management
- Planning Leave, Employee
 Payroll, Processes & Systems, HR
 Business Planning

FINDINGS

Present recommendations

- 1 page 12 month HR plan prioritised by quarters
- Detailed HR Audit report with recommendations unique to your workplace around HR practices
- Specific advice on high priority compliance, people & culture issues

ANALYSIS

Review & Gap Analysis

 HR Audit results, business plan and related documents are benchmarked against best practice and minimum legislation standards

HR Health Check including One Page Plan = \$ 2,500 ex GST

HR ESSENTIALS AUDIT

The HR Essentials Audit is a high level review and evaluation of your existing HR framework with consideration to your business goals and prioritise your HR actions moving forward, based on a 90-minute meeting with you.



HR Essentials Audit = \$ 1,000 ex GST



"Harrisons has the capability to handle our requirements and the consultants working within our business have been friendly, personable and helped strengthen our HR and Safety functions"

~ BRISBANE CAMPERLAND

"Harrisons has been a pleasure to work with. Harrisons always acts with integrity and has both the employee and business's best interest at mind in their interactions."



