

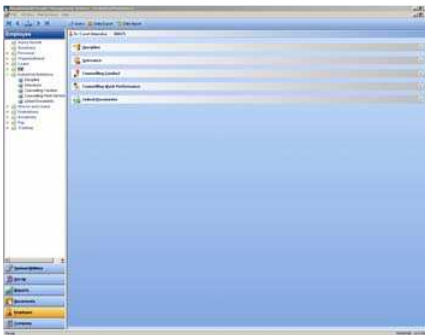


Employee Relations



Employers are obliged to manage their human resources within the framework of workplace legislation. These laws signal a fundamental structure to the way conditions of employment must be set.

ABSALOM Smart HR Suite has specific solutions that ensure employers are well equipped to address current and future legislative changes accurately, fairly and in a timely manner.

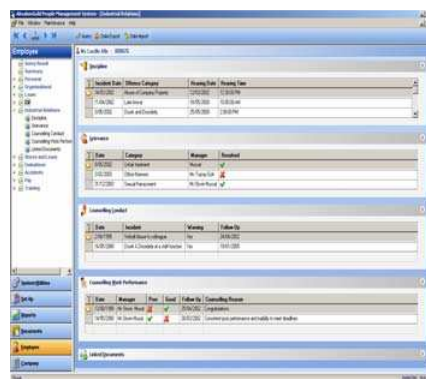


Essential to these solutions is a central repository of all organisational policies and procedures and legislative guidelines concerning industrial and employee relations and actions.

Mediation and Conciliation events are promptly and congenially conducted because they are authenticated by the historical records from both employee and employer regarding counselling conduct and workplace performance benchmarks.

Complaint Resolution and Administration routines can be used to record each action attributed to an incident. A detailed and unlimited historical record can be kept of all discipline and grievance hearings affecting the organisation.

Dispute Prevention Strategies are supported by providing information that identifies effective action steps and periods. An Alert/Event email system sends reminders for Disciplinary and Grievance meetings that are due, ensuring such sensitive issues/events are not inadvertently overlooked.



The ABSALOM Smart HR solutions are tailored to help companies meet Industrial Relations rules and disciplines for today and tomorrow. Companies can take advantage of standard reports that deal with industrial relations issues such as unfair dismissal claims.

In addition, specific reports such as those measuring the cost of Discipline and Grievance issues to the organisation are readily available. Organisations can also customise reports to accurately support corporate change-management strategies.

The ABSALOM Smart HR solution for Industrial Relations is an essential compliance as well as strategic management tool for today and tomorrow.