



# HR Health Appraisal

After a year, the like of which we have never seen or worked through before, we have the opportunity to learn from what has happened and build our businesses to be better and more resilient. Now is the time to ask yourself if your business is in the best shape it can be, focusing on HR compliance, regulations, employee wellbeing, best practice, and employer reputation.

**At IHR, we offer clients an HR Health Appraisal which has proven invaluable to many businesses.**

- Can you ensure your workforce is operating compliantly and staying up to date with employment law regulations?
- Do you have HR professionals with specialism in Insurance, plus legal and compliance?
- Do you have a clear understanding of what the Financial Services Authority (FCA) require in terms of employee management and how this relates to good corporate governance?
- Do you have an understanding of the possible financial impact of non-compliance with employment law on your firm?



## The IHR HR Health Appraisal delivers firms a comprehensive and independent assessment:

- The robustness of HR practices and procedures.
- Highlights current risks and potential improvements.
- Provides ongoing guidance, and access to a range of solutions, tailored to individual business requirements.
- Provides personalised one to one contact with HR professional with over 40 years of Financial Services experience.

Here at IHR, we know effective staff management is essential but can be time-consuming and complex. With the extension of the Senior Managers and Certification Regime (SM&CR) and the introduction of other significant regulatory requirements for businesses, there is a far greater need for robust HR practices to handle staff data and conduct.

## How the IHR HR Health Appraisal works

Designed to assist with identifying weaknesses in your HR function, the audit is an in-depth review that can be completed in stages, at your convenience.

As part of the HR Health Appraisal, you will be asked to complete a survey which closely examines your current regulatory HR compliance policies and procedures. In addition, we will require access to your HR policy documents and templates (items such as staff handbooks, contracts of employment, process document etc).

For further information please contact one of our HR team.

### Contact

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