



Staff absences hit 90% of UK businesses

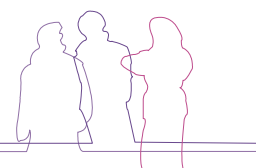
Latest figures from the Chartered Institute of Personnel Development (CIPD) show that employee absence is a significant cost to 90 per cent of businesses in the UK and that, on average, sickness absence costs employers £598 per employee every year.

This equates to eight working days for every member of staff per year and represents 3.5% of working time. Meanwhile, recent research indicates that the cost of sick leave to the UK economy is around £12 billion annually, with some 25 million sick days "being seen as suspicious".

Yet, according to CIPD statistics, fewer than half of employers monitor the cost of staff absence, only half have set a target for reducing it, and just 48% of organisations benchmark themselves against other employers.

Now with the launch of **HR-People**, the latest in on-demand web-based HR solutions from HR Solutions International, HR managers in organisations of all sizes have the capability to accurately record, monitor and track all staff absences, with the capability to record online all types of absence and measure the true cost to the business.

HR Solutions International sales director, Adrian Moss, says: "A key element of managing absence effectively is accurate measurement and monitoring. An organisation must assess if it has a problem with absence, the extent and the best way to tackle it.





“**HR-People** allows them to do just that. Requiring only a PC, an internet link and very little training, it is the very latest in on-demand HR applications that brings truly low cost solutions and ease of implementation for busy HR managers.”

HR-People gives HR managers the ability to accurately record and monitor all absences, whether statutory/company holidays, sickness, training, holiday entitlement, or other absences, planned and unplanned, can all be entered into individual absence records.

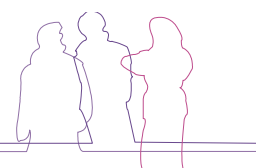
Management can view these records either on-line or by printed report, detailing trends, full cost details, absence by type, location, employee, sickness type, with graphs, charts or tables and many other views, to help fully control and manage this key area of the business.

One size fits all

While suitable to organisations of all sizes, **HR-People** is perhaps best suited to businesses without, or with only limited, formal HR departments, and being on-demand is available whenever and wherever it is needed.

That’s the beauty of the new generation of on-demand HR solutions; they are completely flexible and totally adaptable.

Needing very little formal training, no additional IT support and no other hardware than a PC with a link to the internet, **HR-People** is the very latest in on-demand solutions and, rather than traditional “on-premise” software solutions, is not stored on the client’s servers.





As provider of the software, HR Solutions takes care of installation, on-going support, back-ups, firewalls and virus protection at the location where the software is hosted, removing the burden and cost of ongoing support.

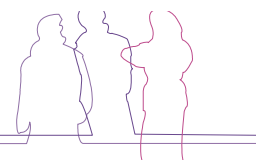
Adrian Moss explained: “By using the internet to deliver the software, we can provide access to **HR-People** quickly and easily for a network of outlets on demand, while at the same time allowing employers to use the delivered function in a variety of different approaches, from full back office, employee self service or controlled access.

“This is particularly suitable for a small or medium sized enterprise which may not have a formal HR department or robust HR policies in place nor the financial resources or need to recruit appropriate HR staff or additional IT support.

“Although the software is not installed on your organisation’s own computers or network, users need not worry about security. **HR-People** is securely accessed from any PC that is connected to the internet, and we take responsibility for the management of the software and all data security, ensuring all data is fully encrypted and unreadable on route. Local user controlled actions, unique user names and passwords add the final level of security,” he said.

HR policies that suit all needs

Another advantage of **HR-People** is its ability to introduce company-wide HR policies in line with latest employment legislation. A significant increase in the level of employment regulation and legislation in recent years has seen a comparable increase in employment tribunal cases being brought by employees, placing significant pressure on organisations to maintain complete, accurate and accessible HR policies.





One of the UK's leading surveys of tribunal cases has shown that the number of tribunals has increased by 50% since 1998, backing employers' claims that they are facing a rising tide of employment litigation.

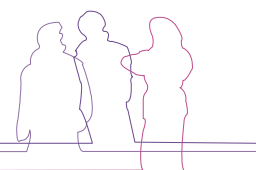
However, many companies, and SMEs in particular, do not have suitable HR policies in place, which can lead to disastrous consequences if taken to an employment tribunal by an employee with a grievance.

In cases where HR policies ARE in existence, often they are incomplete and overlook certain aspects of employment legislation. Such gaps are potentially very dangerous and care should always be taken to ensure that HR policies afford companies complete cover for all eventualities.

Another problem area that companies fall down on is ensuring that staff have actually seen the HR policy in place, have read it and understood its relevance, and have signed a disclaimer to that effect.

HR-People allows an organisation to achieve complete compliance with current statutory employment requirements by providing the capability to distribute its own HR policy online to all staff, or to introduce a completely new set of HR policies, produced by legal experts, to be used as an alternative.

HR policies can be delivered online on-demand to every employee, with automated prompts to ensure they read and accept the policy, thereby providing management with a complete audit trail. Similarly, all staff should be asked to read and sign the HR policy upon joining the company to ensure they are fully conversant with company policy and can't use this as an excuse should it come to a tribunal. Regular updates can be provided online to ensure no gaps are created.





To provide employers with adequate protection and guard against such an occurrence, **HR-People** offers a choice of over 60 HR policies, enough to cover all eventualities and company circumstances, and these are updated on a regular basis.

Staff records at the touch of a button

HR-People enables comprehensive records of every member of staff within an organisation to be created, maintained and made available to management at all levels. How often do organisations struggle to access key items of data? **HR-People** provides an effective solution to this issue.

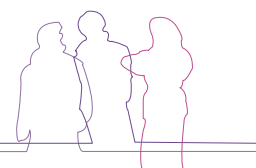
Comprehensive staff details are held including: personal, employment, terms, accidents, training and qualifications.

In addition, comprehensive recording is available within each category, with automated reminder prompts for areas such as next driving licence check, or Criminal Records Bureau inspection.

HR-People offers multiple benefits

For HR managers, the on-demand delivery of **HR-People** offers the following benefits:

- Control of employment and absence costs
- Ensured business compliance
- Improved legislative compliance
- Reduced HR administration costs
- Reduced IT costs
- Reduced management time





- Ensured business best practice
- Improved efficiency
- Improved communications

HR-People integrates fully with other functions such as payroll and other applications to dovetail seamlessly into a company's operations and systems.

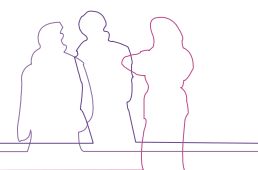
One of the keys to the success of any HR application is the KPI (key performance indicators) and reporting functions available. **HR-People** includes a powerful range of standard reports including visual displays of absence, charts and financial reports. A powerful export facility allows reports to be produced in Excel, PDF and other external formats, while a distinctive report manager enables each company to develop their own distinctive set of reports.

“The on-demand delivery of applications such as **HR-People** is the way forward for SMEs which previously had to rely on “on premise” software,” added Adrian Moss. “We have deliberately created a straightforward solution that can be used in the business every day regardless of whether there is an HR function.”

HR-People offers companies a low cost option

In addition to its flexibility, adaptability and accessibility to all employees within the business at the touch of a button, **HR-People** offers companies a true low cost option.

In addition to a minimal fee for initial licence, set-up and training costs, there is a small, ongoing monthly employee charge, making **HR-People** truly affordable for companies of all sizes.





The provision of additional HR policies, as and when required, is an extra charge and comes complete with regular updates to keep in line with often-rapid changes in employment legislation.

“The beauty of an internet-delivered, on-demand application like **HR-People** is that, not only is it accessible to all within the company who are deemed relevant to receive it when and where they need it, but the low set-up, training and support costs ensure that it is affordable for all. This really is the future for all HR applications,” says Adrian Moss.

Contact

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