



New Labour Laws

What are the risks if your company fails to comply?





Every employer is challenged to correctly measure their compliance or non-compliance with all Labour Legislation, including Human Resources/ Capital or Industrial/Employee Relations of 2014.

Often however, key areas of failure in identifying exposures and tracking compliance to legislative requirements are missed by many employers, due to the day to day pressures of focusing on meeting sales and turnover targets, dealing with customer complaints and managing the financial affairs, and other stresses and strains of daily business.

Finding out the hard way, as an employer, that you have failed to implement effective policies and procedures can be extremely costly.

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- ✓ Do you know if you are effectively tracking all relevant legislative Labour Compliance Requirements?
- ✓ Do you have sufficient, fair and impartial, Labour Policies and Procedures to be confident to NOT find out on the day an offence occurs, that you do not have the necessary documentation in place?
- ✓ Can you afford to take the risk that Your policies and procedures don't match the offence?
- ✓ Are you satisfied that the Labour rules in your business are in place and communicated well, so as to not act inconsistently when you need to dismiss?
- ✓ Are you confident that your employees are being treated justly and fairly and cannot accuse you of unfair discriminations that can cost you dearly?





**The RUBiQ®
Business Efficiency
Management
Solution**

is built on international standards, such as ISO 31000, ISO 9001, and fully aligned to driving compliance to critical Labour Legislation to assist you in managing all of your Human Resource Risks and supporting Policies and Procedures that must be in place and enforced.

The RUBiQ® platform along with the LabourINFO® Policy and Procedure Library and supporting Labour and Advisory expertise, ensures the maximum benefit for the end client as it provides integrated Policy and Procedure templates covering Labour Legislation which can be effectively entrenched using the automated electronic platform RUBiQ® On-Line Software.

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By using the LabourINFO® Content Framework within the RUBiQ® platform, every employer can have the confidence that all IR and HR requirements are clearly identified, measured, monitored and effectively tracked:

- IR and HR Online Compliance Audit Management
- IR and HR Risk Evaluation
- Incident Management and Corrective Action
- Tracking and reporting on inconsistencies
- Monitoring and Measuring of IR and HR against all Policies and Procedures.

The next generation in cloud-based business management systems





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- ✓ Cloud solution hosted on Microsoft Azure
- ✓ Low cost
- ✓ Rapid deployment
- ✓ Real time integrated business reporting
- ✓ All your HR & IR compliance answers at your fingertips
- ✓ Rich ready to use labour policy content

Don't miss anything!

Ensure continuity and conformance to a best practice labour governance and compliance framework

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