«Human Resource audit completed for Russian energy provider»

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Human Resource audit and overall diagnostics of inconsistencies in Human Resource documentation enable businesses to detect violations of labor legislation at the most early possible moment. Which significantly minimizes risks for the employer. During the crisis period complex checks of HR documents are essential to structure and optimize business-processes at HR department. Because high-risk operations might become a reason for workforce disputes. HR audit is essential during the periods of labor legislation changes. For example, at the moment the Government is introducing a large number of business support incentives. Large part of the new initiatives is concerning labor sphere and in many cases new rules are tightening the state control over HR business-processes. At this project the customer’s business was classified at high-risk category which made a possibility of inspection audit very high. The company had no experience in passing inspection audit before. So that DELOVOY PROFIL Group experts had to check documentation for a very long period. And those difficulties were greatly sophisticated by complex structure of company’s subsidiaries. Taking into consideration project complexity the HR audit team was strengthened by corporate law experts. DELOVOY PROFIL Group specialists have achieved the following goals during the project:

- General purpose and legal analysis of human resources documents.
- HR policy risk assessment.
- Development of risk mitigation programme to curb revealed problems.

An audit has revealed contraventions of labor legislation at several business units. The violations could lead to legal claims from employees and fines from Ministry of Labor up to 196 mln rubles. Group specialists have implemented solutions that strengthen employer’s reputation for company’s business units. Personnel turnover rate was decreased and on the other hand staff’s satisfaction in working terms and conditions has grown. Overall effect from recommendations prepared by the project team is estimated by 284 mln rubles in savings. DELOVOY PROFIL Group is delivering wide range of consulting services, including HR consulting for more than 25 years. DELOVOY PROFIL Group is ranked 10th in RAEX HR Management rating in 2021. Group clients in this segment are the most significant players at key industries of the Russian economy. Those including Evrohim, Mikoyan meat factory, ARNI Service Company, Russian Helicopters JSC (foundry plant), CP Foods and others.

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