



The Power of Long-Term HR Projects: Why an HR Audit Could Save You Time, Money and Legal Risk

If your business is growing or has evolved beyond a handful of employees, but your HR systems haven't kept pace, now is the perfect time to start a process that will assess what's needed so that they can be updated and corrected in a manageable way.

Otherwise, you might have been updating one policy or process at a time, as you find it's out of date or not compliant with legislation, and this can lead to changes being made that aren't strategically a good fit for your business, or efforts being put into projects that don't need to be a priority over other changes. Approaching updates this way can lead to a very fragmented system at best.

An **HR Audit** offers a full review of your current practices - policies, procedures, documentation, knowledge, and compliance - highlighting what's working, what's missing, and what might land you in trouble if left unchecked.

Through an audit, I help employers:

- Identify **gaps and risks** in compliance with employment law.
- Prioritise areas for improvement so you can stage the work **affordably and practically**.
- Develop an HR plan that fits **your business operations, industry, and team structure**.

- Assist with improvements and training.

Not doing the right things - or doing them the wrong way - can lead to personal grievances, penalties, and reputational damage.

Often people haven't gone into business with expertise in HR and employment relations, and people promoted into management positions don't always get the necessary training to them fulfil the organisation's HR management requirements. A proactive audit, with agreed improvements implemented in a manageable way, is far cheaper than a reactive legal defence.

Why work with me?

I bring over 30 years' experience in HR and Employment Relations, with expertise. I am degree-qualified, a registered investigator and I am accredited to provide a variety of assessments. I have managed large teams, held governance positions, and I am a business owner.

I work with a wide range of businesses and organisations, from not-for-profits to high-growth SMEs and established corporates. You can find more information about the services I offer on my website, and more information about my skills and experience on my LinkedIn profile [here](#).

Let's talk about how a tailored HR audit could benefit your business.

☎ 021 932 332

✉ marie@tovioconsulting.co.nz

🌐 www.tovioconsulting.co.nz