

Cloud HR systems

How they can support the voluntary sector?

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The HR Specialists

Using a cloud HR system

- ❖ What
- ❖ Benefits
- ❖ How they can be used
- ❖ How many currently using systems
- ❖ Why use digital more

Cloud HR System

❖ What

- ❖ Holiday bookings - fully automated
- ❖ Performance management – reviews and objectives
- ❖ Sickness absence – record and track
- ❖ Employee records – all in one location (achieve paperless office) meets GDPR requirements

Calendar



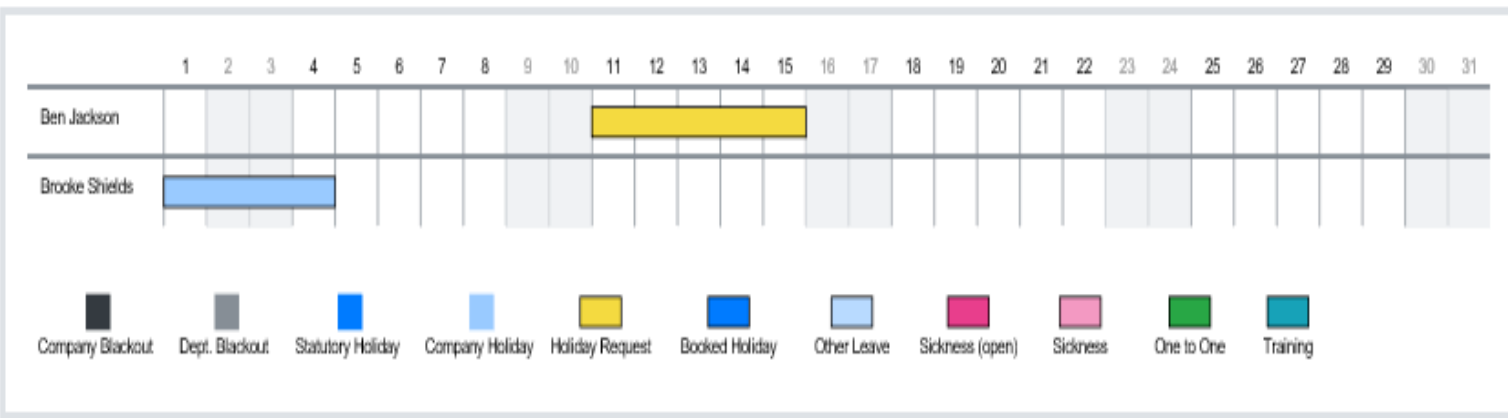
← March 2019 →

All departments ▾

All divisions ▾

All locations ▾

- Sicknesses
- Holidays
- Other leave
- One to ones
- Training



Cloud HR System

❖ What

- ❖ Expenses and time logging – complete and approve
- ❖ Interface allows interface with other applications
- ❖ Can create custom fields
- ❖ Linking to payroll and rota systems

Cloud HR System

❖ Benefits

- ❖ Reduce employee/volunteer admin
- ❖ Retain and motivate a team
- ❖ Centralises employee information
- ❖ Automates time consuming tasks, holiday books and absence management

From this:



To this:



Cloud HR System

❖ Benefits

- ❖ Organises employee data and documents
- ❖ Accessible from wherever you are
- ❖ Tells you what needs to be done
- ❖ Respond promptly to employee requests
- ❖ Has reminders to notify you

Can be accessed anywhere

At home



Or on holiday



Cloud HR System

- ❖ How it can be used
 - ❖ At the office, home or any remote location with an internet connection
 - ❖ As part of your daily routine to manage employee admin reducing time using excel spreadsheets – allows you to run reports for analysis of data

44 employees

0 on holiday

0 on other leave

0 sick

0 birthdays

Employee data to-dos

1 unresolved disciplinary incident



2 unresolved grievance incident



43 employee with missing data



38 employee awaiting their welcome email



To review and approve

Sicknesses



Abigail Thomson

Off work since 30/01/2017 **open**



Ben Jackson

From 01/06/2015 to 02/06/2015 (2.0 days) **returned**



Dylan Paterson

From 01/05/2015 to 20/05/2015 (14.0 days) **returned**



Don Johnson

Off work since 02/01/2017 **open**



john smith

Off work since 05/06/2017 **open**



Training requests



Dylan Paterson

Managing conflict (Internal Training) starting on 01/06/2015



Coming up in the next 7 days

Leave



Gemma Smith

Other leave starts on 12/04/2019



Ben Jackson

Holiday starts on 14/04/2019



Cloud HR System

- ❖ How it can be used
 - ❖ Ability to track recruitment data
 - ❖ Simple process using a dashboard to highlight daily tasks
 - ❖ Ability to hold and easily update documents, allowing for paperless employee processes
 - ❖ Provides data useful for bidding, fundraising and stakeholders

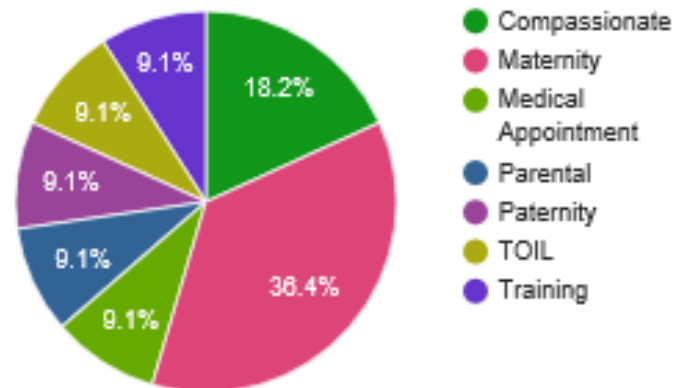
Reports

Reports

Overview

Demographics

Other leave types this year

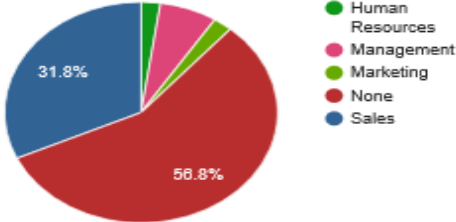


Cloud HR System

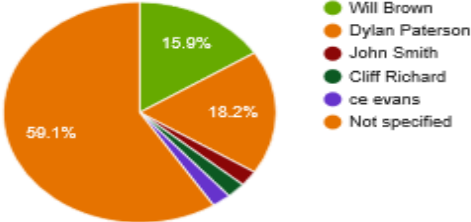
- ❖ How it can be used
 - ❖ Use to assist induction of new employees
 - ❖ Manage performance and track progress, keep notes and documents
 - ❖ Hold medical, disciplinary, training, equipment issued all in one place
 - ❖ Encrypted to meet data protection responsibilities

Reports

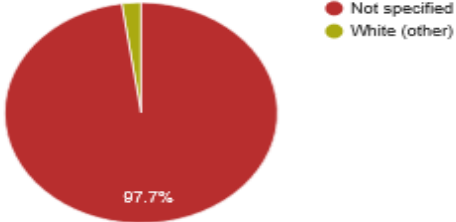
Department



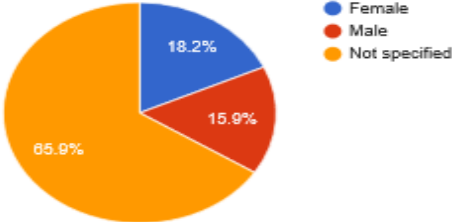
Line manager



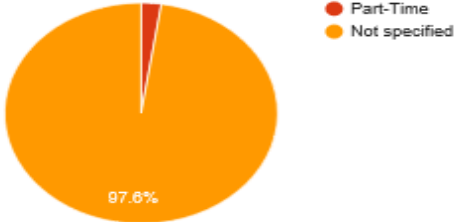
Ethnicity



Gender



Full time / part time

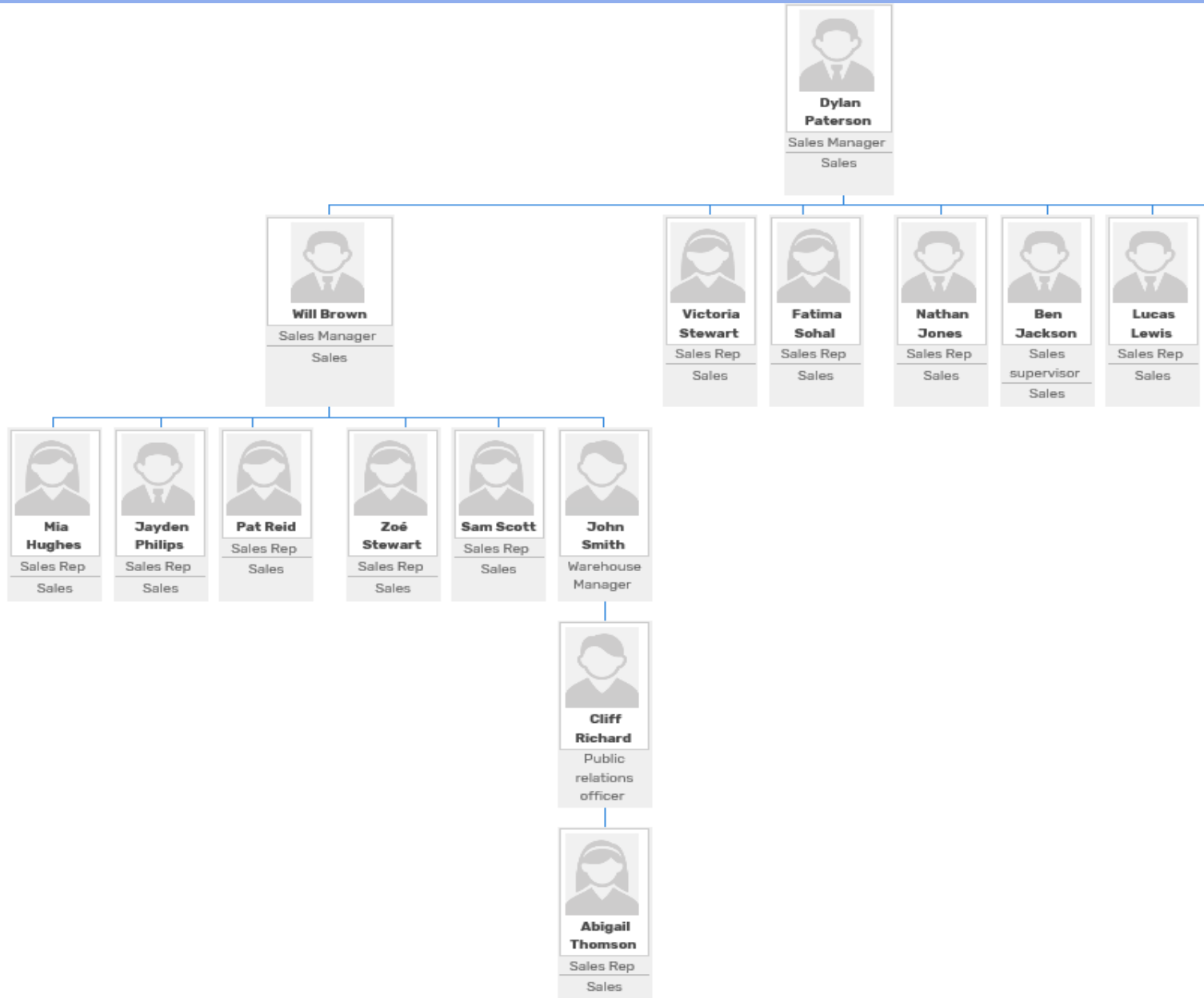


Cloud HR System

- ❖ How many currently using a system?
- ❖ Research has revealed that many charities in the UK are not fit enough for the digital era. 65% of charities use Cloud-based technology, yet nearly one in four (26%) do not have access to real-time data and 40% do not have the right tools to do their job effectively.

Cloud HR System

- ❖ Why is having a cloud system important?
 - ❖ Having the right digital technology enables the streamlining of administrative tasks, to save costs and allows time to be invested in the – supporters, members and stakeholders of the charity



Cloud HR System

- ❖ Why is having a cloud system important?
 - ❖ Incorporating up to date financial information on projects and staffing helps charities have a better view of their financial affairs
 - ❖ Drives engagement, helps with transformation and change and makes the best use of the data available

Cloud HR System

Why use digital - 10 good reasons:

- 1** Flexibility
- 2** Business Continuity
- 3** Automated software updates
- 4** Capital expenditure free
- 5** Increased collaboration

How to



Using the system

- Share ideas and praise

HR dashboard **00** Community

Latest Kudos + *

Ben Jackson Job well done 0	Fatima Sohal Went the extra mile 0	Dylan Paterson Made my day easier 0
really helped out today	Thanks for all your help the customer was really impressed	Thanks for assisting me today. Your intervention helped us achieve our daily targets.
Kerry McGowan at 26/04/2018	Kerry McGowan at 01/05/2015	Kerry McGowan at 01/05/2015

Recent suggestions ?

0 0 1	I can save money by not using paper for recording holidays	Use Breathe HR	Kerry McGowan on 10/11/2016
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Cloud HR System

Why use digital - 10 good reasons:

- 6** Work from anywhere
- 7** Document control
- 8** Protection and security
- 9** Competitiveness
- 10** Environmentally friendly

Allows you more time to grow your charity



Cloud HR System

- ❖ What we can offer?:
 - ❖ Free demo of the system
 - ❖ Up to 3 months' free use of the system to start you off
 - ❖ 50% reduction in the cost of the commercial rates e.g.
 - <10 employees £54 per year + VAT
 - ❖ Support adding bulk data
 - ❖ Additional training if required

Any Questions?

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