

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

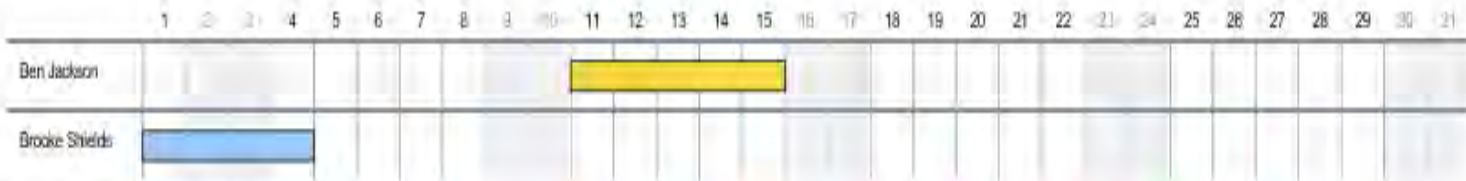
☒ Sicknesses

☒ Holidays

☒ Other leave

☒ One to ones

☒ Training



Company Blackout Dept. Blackout Statutory Holiday Company Holiday Holiday Request Booked Holiday Other Leave Sickness (open) Sickness One to One 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

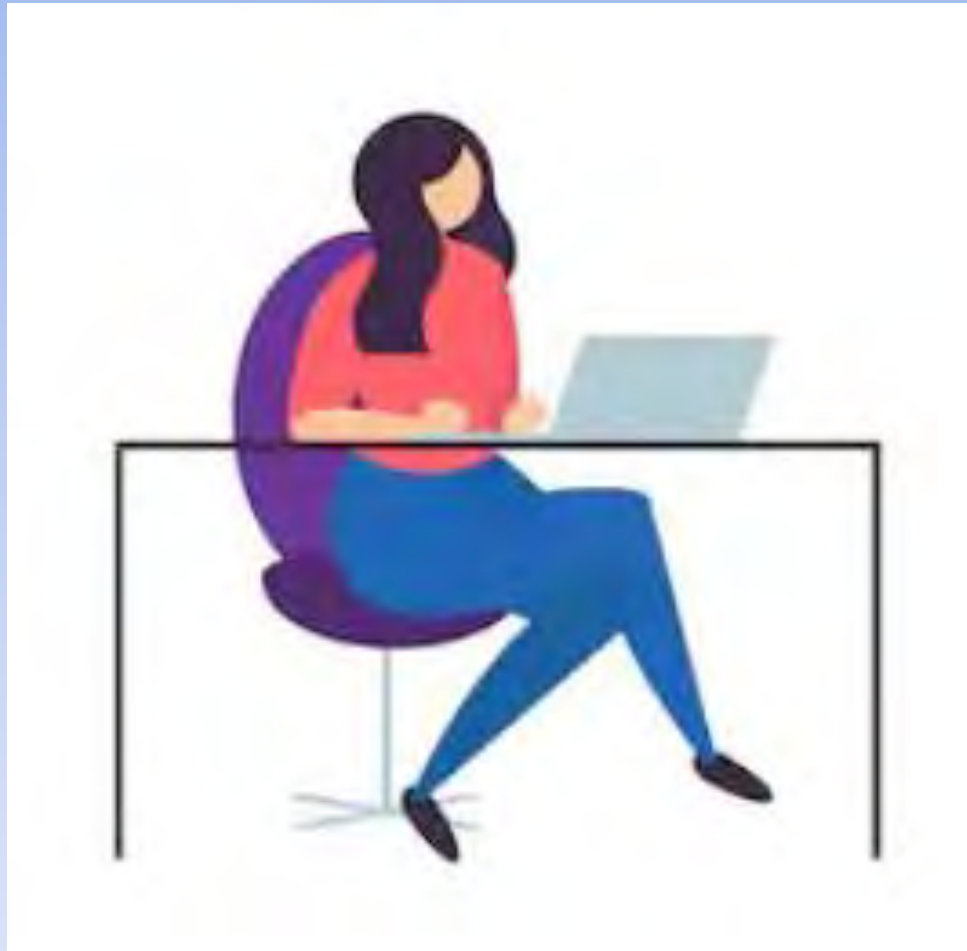
❖ Benefits

- ❖ 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

🏠 Sickneses

	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	
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💬 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

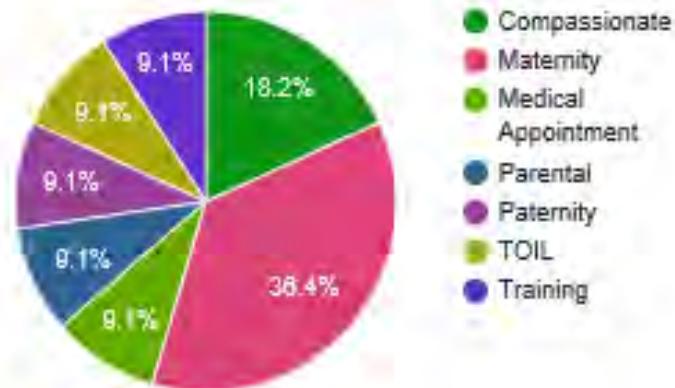
Reports

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

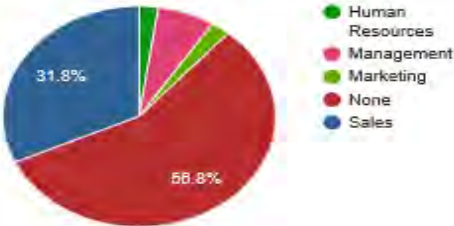
Reports

Reports

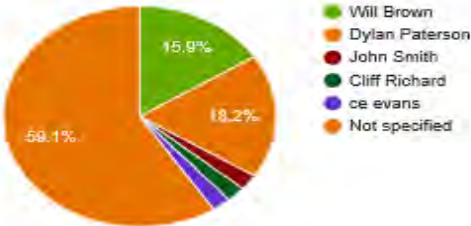
Overview

Demographics

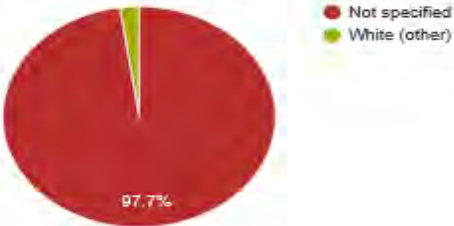
Department



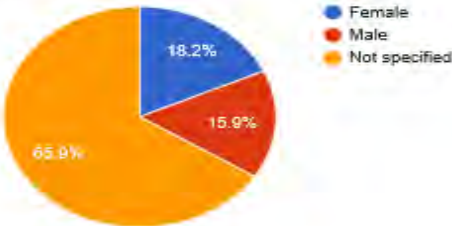
Line manager



Ethnicity



Gender



Full time / part time

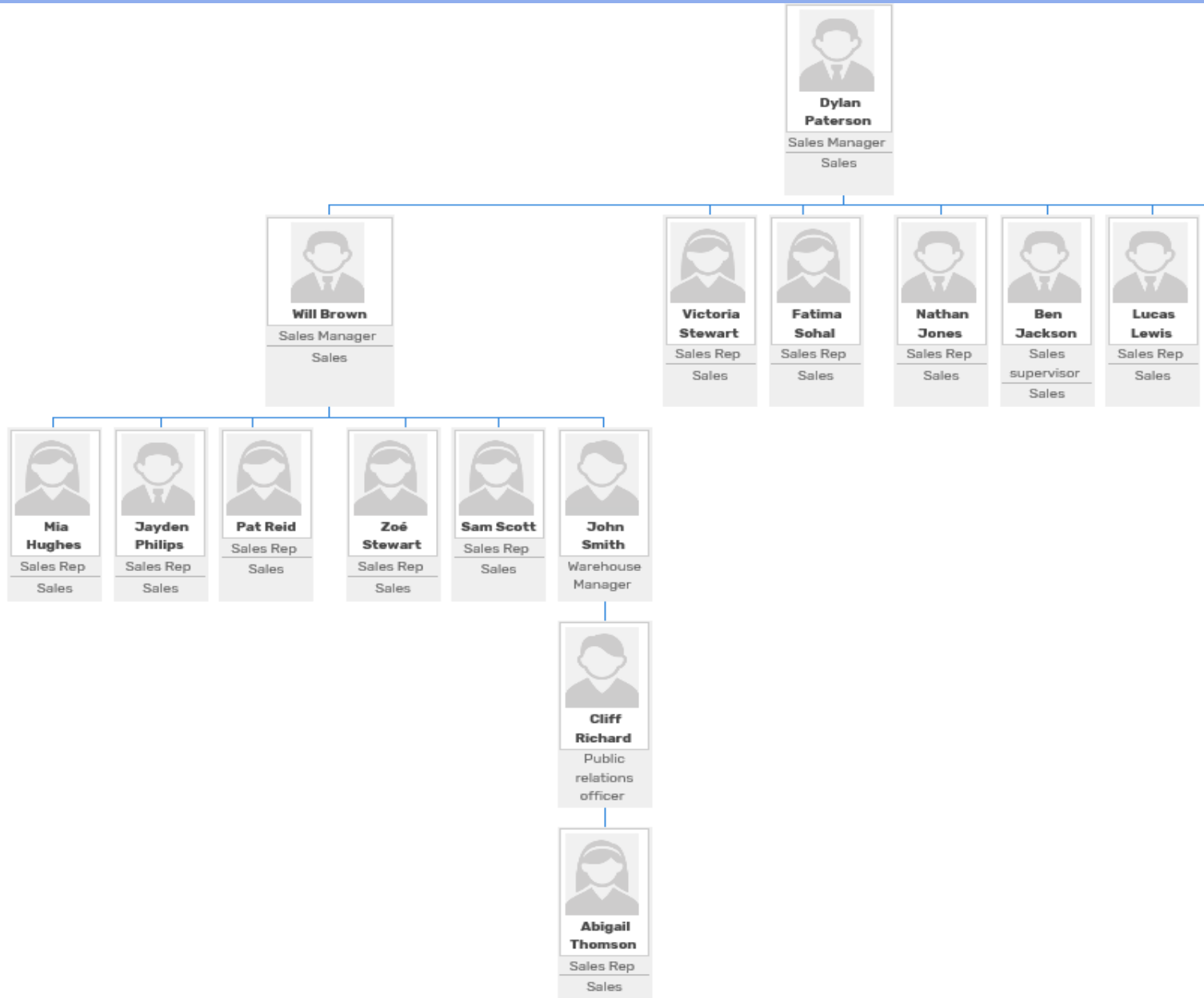


Cloud HR System

- ❖ 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:

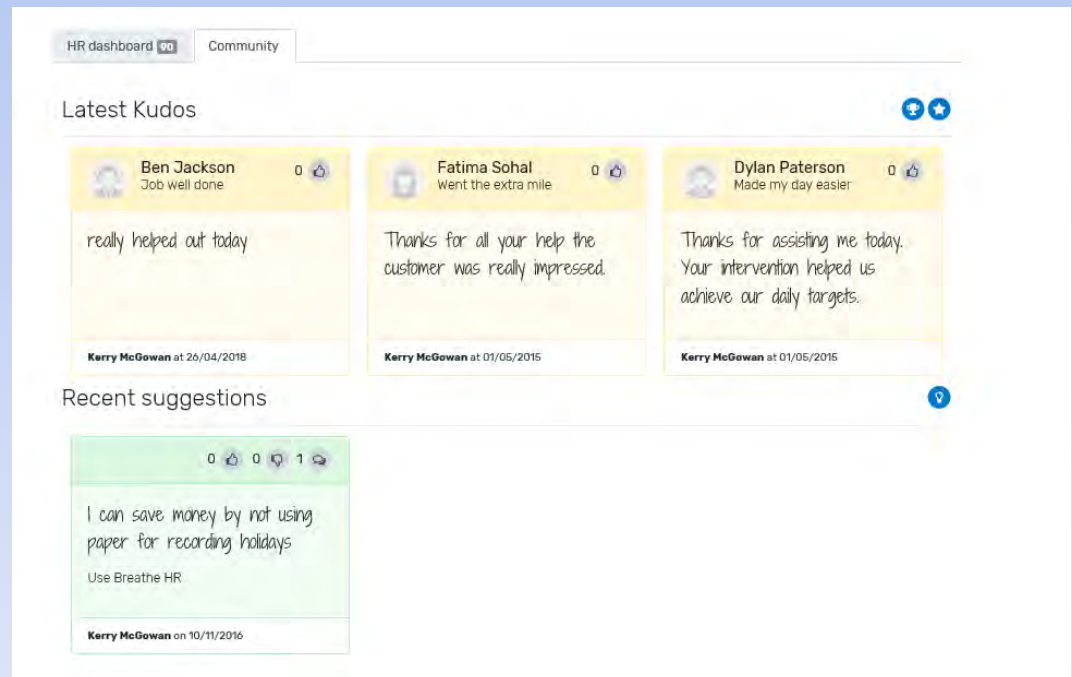
- 1 Flexibility
- 2 Business Continuity
- 3 Automated software updates
- 4 Capital expenditure free
- 5 Increased collaboration

How to



Using the system

- Share ideas and praise



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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