Baker McKenzie.

HR Compliance HealthCheck



The criticality of HR Compliance

We know compliance is critical for organizations facing the mounting challenges of increased enforcement and a constantly evolving business and regulatory environment. Employers must navigate ever complex rules to ensure policies and procedures remain compliant to manage their risk, their reputation and protect their people.



Managing the risk

It can be difficult to know where to start in managing your employment law risk effectively. To help with this, we have developed an HR Compliance HealthCheck which can be used to identify and assess employment law compliance gaps in your HR processes across key risk areas, delivering practical recommendations and a remediation Action Plan.

Based on our experience of employment laws across the globe, we have created a number of core HealthCheck modules focusing on the areas most frequently giving rise to HR compliance risk:



Recruitment & Onboarding



Discrimination & harassment



Working time / wage & hour



Pay equity



business, your industry sector and workforce profile,

including conducting deep dives on issues such as:

However, no two organizations are the same, and we can adapt or add modules depending on the nature of your

Immigration compliance



Minimum wage compliance



Non-Employees



General HR compliance



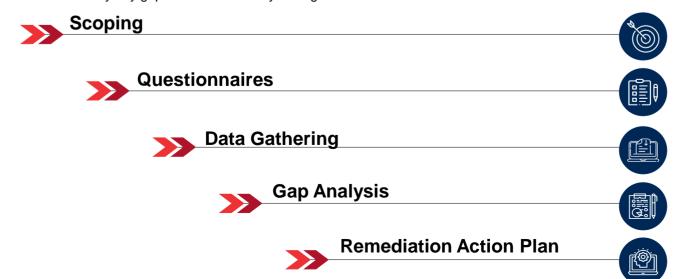
Supply Chain / Modern Slavery



Data protection compliance



The HealthCheck is broken down into 5 simple steps and can be tailored to meet your organization's objectives. Once we have determined the scope of your HealthCheck, we work closely with our local Baker McKenzie specialists to finalize country specific Questionnaires for each module chosen. The Questionnaire is designed to audit your existing HR practices and identify any gaps or risk areas for your organization.



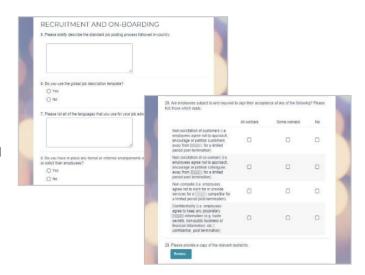


Using flexible technology, we obtain data using our Questionnaires from your local or central teams for analysis by our Baker McKenzie experts.

The Questionnaire is completed through an interactive and user-friendly online survey tool, accessible on desktop and mobile devices.

All approved members of the Local HR, Talent or Recruitment teams and/or in-house legal can have access to the survey and are able to submit responses, attach documents, save progress, return later, and delegate sections to colleagues as required. The results can be presented in a range of formats, depending on your requirements.

We use the data gathered, either alone or in addition to interviews, to build the foundations of the Report.



Output

Depending on preferred approach and the scope of the HealthCheck, we can prepare a country level or global report. The local report will provide a gap analysis and recommendations by jurisdiction, including any red flags about developing legislation and/or areas to watch. The global report will pull together the gap analysis by location as well as providing input on themes across multiple markets, providing an overview for any central compliance team. Both reports will an include an action plan to be completed by in-house legal or HR professionals, to mitigate identified risk.



— ⟨✓⟩ Why Baker McKenzie?

We have the only employment practice to be ranked Band 1 for Global Employment by Chambers Global for thirteen consecutive years. By drawing on our team of over 700 labor and employment lawyers, spread throughout 45 jurisdictions, we can seamlessly work across borders to deliver consistent local, regional and global solutions, identifying the markets and legal issues carrying the highest reputational, regulatory, financial and employee relations risks, and providing you with practical solutions to help secure compliance in your HR processes around the globe.

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