enableHR®

Discover why
over 7,000 businesses
employ enableHR

simple. flexible. scalable.

FCB TECHNOLOGY

An FCB Technology product
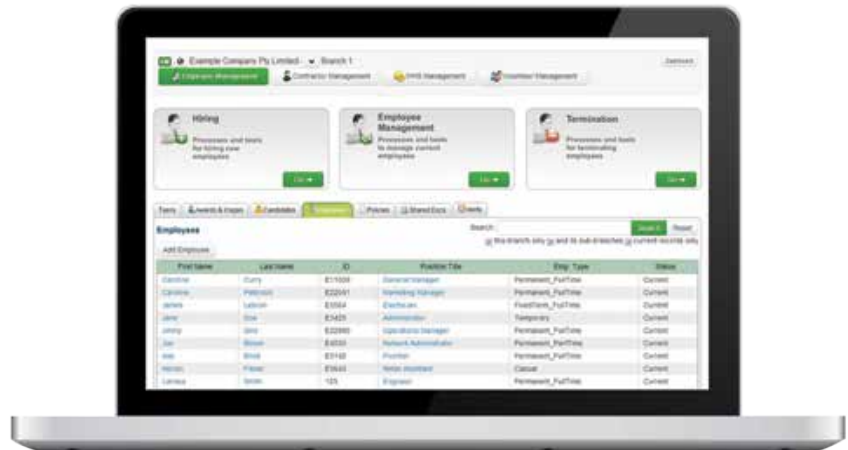
enableHR®

Your default HR administrator

Managing people in Australia's ever changing and complicated legal environment continues to challenge large and small business alike. Designed to ease this considerable burden, enableHR empowers business to meet the challenges of delivering day-to-day HR and WHS management efficiently and cost effectively.

7000 businesses employ enableHR

Backed by lawyers, built by practitioners, enableHR harnesses the flexibility, scale and reach of the cloud platform to support the delivery of best practice HR and WHS processes. enableHR's centralised platform ensures consistency and control, saving businesses time while increasing compliance and protection.

simple. flexible. scalable.

With a deliberately simple interface the enableHR experience is engaging, unintimidating and intuitive, encouraging completion and recording of tasks that promotes maximum protection and compliance with less effort, less training, greater efficiency, better results.

Recognised for innovation

Commended in both technology and business awards, enableHR has been recognised by the ALB Law Awards, Anthill Smart 100, My Business Awards, Smart Company Top 50 and Tech23.

Solutions

enableHR for SME

- 24x7 access and protection
- simplify day-to-day HR tasks
- best practice tools and management
- hiring / management / termination

Pre-populated with more than 100 checklists, letters, easy-to-follow workflows, processes and HR policies, enableHR saves you time and simplifies HR and WHS compliance.

enableHR for Enterprise

- increase HR effectiveness
- decrease transactional HR costs
- empower line management
- scalable, flexible, configurable
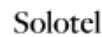
enableHR helps drive consistent HR processes and records management across all business units and improves efficiency providing greater compliance, transparency and business protection.

enableHR for Industry

- protect your brand
- increase the value proposition
- differentiate your organisation
- increase industry compliance

24x7 availability empowers members or franchisees to manage their day-to-day HR and WHS needs. enableHR is fully configurable to meet the specific needs of your industry or franchise.

enableHR for Not for Profits

- not for profit tailored systems
- integrated volunteer management
- simple HR/WHS compliance solutions
- discounts for eligible NFP's

enableHR provides stress-free HR administration and a best practices framework to achieve compliance, and cater for specific NFP needs. Discounted pricing for eligible NFPs.

Capabilities

Centralised records management

No more paper files? enableHR is the central, accessible platform for managing the records of your staff, from core details, document and file note management, workflow and process recording to training and qualification tracking, alerts and notifications, reporting and risk assessment.

Candidate management

Hiring new talent? Streamline recruitment approvals for new or replacement positions; simplify approval to appoint candidates to positions and other pre-employment processes such as letter of offer creation through to acceptance and new employee creation. Integrates with SEEK and other systems.

Employee management

Employee lifecycle management? Manage employees through each stage of the employment lifecycle, including inductions, probationary processes, scheduled performance reviews, performance and conduct management, harassment and grievance management through to termination and archiving.

Employee self service*

Supporting ESS? Mobile compatible ESS allows employees to access their own portal to update details, record hazards and incidents, track and update training and qualifications, respond to tasks, access and upload documents into their file and access policies.

*Release March 2014

Training & qualifications

Training and competency tracking and analysis? Track the training and skills of candidates, employees, contractors and volunteers, and analyse current workforce against defined competencies. Record, report on and analyse all competencies held by staff.

Call tracking & management

Tracking queries and advice? Access a central environment to manage incoming enquiries (e.g. caller I.D., nature of query, time to resolution) and all external advice and required actions (including HR workflow management, advice provided, tasks required, escalation or task allocation, template creation).

Contractor management

Using independent contractors? Protect against sham contracting and manage contractor lifecycle from engagement through to termination. Create and issue contractor agreements, track insurances, manage training and qualifications, terminate and archive records. Integrates with WHS.

Work health & safety

Want integrated WHS? Report and manage hazards, incidents, return to work, consultations and develop custom WHS policies and procedures to meet employer and officer responsibilities under the Work Health and Safety (WHS) and relevant State based laws. Manage all "workers", not just employees.

Volunteer management

Volunteers are 'workers' too! Manage volunteers through each stage of the engagement lifecycle using defined or configured templates and workflows and track qualifications held and training requirements. Integrates with WHS.

Content backed by leading law firm

Ready-to-use complete HR library? Access over 100 Q&A templates, workflows, policies and guides all developed and backed by FCB Workplace Law. Adopt the standard templates for immediate ROI or configure to your own specific needs.

Dashboard & drill down reporting

Want visual HR intelligence? Visualise global or department-based HR activity by status, timeframe, department, record type and more for an immediate understanding of HR activity throughout the business. Applies to all record types.

Systems integration

Systems integration important? Integrate with payroll and other HR systems to ensure non-duplication of data; with Outlook/Gmail for email and appointment setting; and with SEEK and others for candidate management, plus much more.

What others say about enableHR

> **The enableHR team met the scoping requirements and exceeded the expectations of the People Connect team members, delivered on budget with the required timeframes, allowing the launch of the People Connect shared services centre to proceed.**

Andrew Pollard, Manager Projects, Systems & Reporting, News Limited

"The enableHR system is simple in its design yet comprehensive in its approach… It's another example of innovative technology improving our operations and reducing our risk."

Dick Herman, Legal Manager, Fastway Couriers Australia

"enableHR for AHA NSW gives our members every opportunity to manage their own HR needs with greater autonomy, giving them greater ability to manage risk in their businesses."

Paul Nicolaou, CEO AHA NSW

"enableHR has delivered on its promise – it's simple, comprehensive and quite literally saved us thousands of dollars through proper employee management."

Paul Cunningham, Director Fire Safe Australia & New Zealand

For a demonstration of enableHR's capabilities please contact Liz Schenke at ThriveHR:

Visit
www.thrivehrm.com.au

Phone
0412 088 073

Email
liz.schenke@thrivehrm.com.au

All enableHR tools and resources are developed and maintained by FCB Workplace Law, the leading specialist workplace law firm in Australia.