

R|B|K

HR Solutions



We're by your side

Dublin
Athlone
Roscommon



How can RBK HR Solutions help you?

At HR Solutions we provide a wide range of bespoke HR services to suit businesses of all sizes, across all industries. Our HR Professionals are agile, personal, practical and cost effective and will partner with you so that you can get the best out of your people and help you protect and grow your business.

Our aim is to help our Clients achieve their business goals by allowing them to focus on their business whilst leaving the people matters to us. At HR Solutions, we share our extensive expertise across all industries, with a qualified, experienced team and resources to ensure we deliver quality specialist HR Consultancy support to our Clients. Acting as HR Business Partners, the HR Solutions Team, become an integral part of your team by attending on-site regularly or remotely to support and guide you in HR matters.

Our HR Support Services are tailored to suit your business needs. Whether you require a complete outsourced service, support on a specific employee related issue or project or require additional resources for your internal HR team, our HR Solutions Team are available to meet face-to-face, at the end of the phone, video conferencing or email whatever suits your needs best.

We're by your side - We are your HR Team

Our HR Services include:



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Community Finance Ireland commissioned RBK to undertake a review of the staffing structure and remuneration levels across our organisation. Within the agreed time frame, RBK delivered two complete reports incorporating research from a wide selection of sources across the entire island of Ireland, replete with a list of tangible recommendations which are now being implemented. The team at RBK were, and continue to be extremely knowledgeable, understanding and supportive of our needs. We at Community Finance Ireland would have no hesitation in recommending their services to other parties into the future."

Donal Traynor, Community Finance Ireland.

HR Helpdesk

Our fully outsourced HR Helpdesk options provide a proactive approach to HR with your own dedicated HR Consultant, together with access to the experience of the entire HR Solutions Team.

With three different HR Helpdesk options available, our HR Solutions team will take care of your Human Resources needs. Our outsourced HR helpdesk service ensures our Clients have the same benefits of having an internal HR Team without the added cost.

With any of our HR Helpdesk options, you will have guaranteed peace of mind knowing that you have Best-In-Class HR Professionals on hand. Our team is here and available now, to support you in reaching your people and performance goals.

Your business will receive unlimited telephone and email support, Monday to Friday, 9.00am to 5.30pm.

Our Helpdesk Options are:

ESSENTIAL HR Helpdesk	PREMIUM HR Helpdesk	BESPOKE HR Helpdesk
The people management 'basics' in place and HR Compliant	Includes the Essential HR Helpdesk +	
<ul style="list-style-type: none">• HR Advice Line Mon - Fri• HR Health Check Audit• Employment Legislation• Essential HR Policies & Procedures• Employee HR Files• Regular Updates on Employment Law and HR Insights	<ul style="list-style-type: none">• Strategic HR On-Site Visits• HR Helpdesk• HR Audit & Compliance• Employee Relations Management• Recruitment• Organisational Design• Compensation, Benefits• Performance Management• Diversity & Inclusion• Employee Engagement• Learning & Development	<ul style="list-style-type: none">• This option can be based on a range of different services available in the Essential and Premium HR Helpdesk Options• Based on clients specific requirements

HR Consultancy

For businesses that require assistance for a specific project, our HR Solutions team have the necessary expertise to ensure that your project is successful and that all your HR strategic goals and objectives are met.

For specific HR projects, our highly experienced team tailor our services to meet your needs, whilst working collaboratively with you from start to finish ensuring that our clients have step-by-step guidance and support throughout the entire process.

A sample of some of the projects our team can assist you with are:

- Employee Lifecycle Management
- Employee Relations & Resolutions
- Talent Acquisition & Succession Planning
- HR Strategy, Organisational & Transformation
- Compensation, Benefits & Rewards
- Hybrid / Remote Working Strategies
- Performance Management
- Employee Engagement
- Employee Health & Well-being
- Learning & Development
- Equality, Diversity & Inclusion
- Bespoke tailored HR Material:
 - Policies & Procedures
 - Employee Handbook
 - Contracts of Employment

Recruitment

RBK HR Solutions work with businesses of all sizes, across all industries in Ireland and specialise in recruiting high calibre employees.

Hiring the right employee isn't always easy for an organisation, it can be time consuming and costly. At RBK HR Solutions, we take pride in creating the perfect hiring experience for our clients, by sourcing, selecting and presenting the best people to fit the individual needs of your organisation.

- Devise a Recruitment Strategy to identify suitable candidates by the following:
 - RBK internal networking
 - RBK HR Solutions skilled Candidate Database
 - Headhunting
 - Advertising on relevant Industry platforms
- Compile a fit for purpose and engaging job specification
- Provide recommendations on competitive salaries and benefits based on market knowledge
- Act as key point of contact for all candidate for all queries
- Devise competency based interview formats
- Provide Candidate Information Booklets and Interview Panel Member Booklets
- Upskill interview panels on relevant legislation and competency based interviewing techniques
- Manage Candidate Offer including Offer Letter, Reference Checks and Contract of Employment
- Full Candidate Management including interview feedback
- Participation of RBK HR Solutions on interview panels

HR Compliance

A simple question we ask businesses is are you Compliant from an employment law and HR perspective? It can be a challenging task ensuring you are compliant with Employment Legislation.

A HR Audit ensures that you have the relevant HR documentation, policies and procedures in place to ensure that you are compliant from a Legislation and Best Practice perspective.

We conduct risk assessments of potential compliance gaps and assist in developing priorities and roadmaps for areas of improvement and future initiatives and monitor progress on recommendations following these audits.

Our HR Audit Options include:

- HR Health Check Audit - Ensures compliance with Employment Legislation & WRC inspections
- HR Compliance Audit - Ensure compliance with Employment Legislation & HR Best Practice
- HR Due Diligence - Deep Dive – Mergers & Acquisitions/TUPE

Working with HR Solutions will give you peace of mind that your business has followed Employment Law and HR Best Practice and that your business is protected.



"As a growing company, we wanted to implement the right HR structure that would accommodate future growth and development of our organisation. Yvonne and her team helped us develop our HR strategy and offer us a level of support that adds true value to our company. Working with RBK is a real peace of mind to know you have that level of expertise when you need it."

**Sharon McNevin, Director, Robotics and Drives,
Mullingar, Co. Westmeath.**

Why choose RBK HR Solutions?

HR Solutions have the in-house skills, expertise and experience to deliver what's in your companies best interests, no matter what they are or how they evolve.

At the core of every business are the people who work in it – they are one of the most valuable assets an organisation has. Businesses depend on their employees to achieve goals, meet deadlines, uphold quality and satisfy customers. Therefore, you need your people to be present, engaged, and proud of what they do.

HR Solutions will provide practical, cost-effective HR solutions that will help you protect and grow your business.

Our approach to Human Resource Management is based on many years of practical experience together with our continuous development actions to improve your organisational goals. In line with best practice, to ensure we play an important role within your business, we will continually improve operational efficiency, which in turn enhances the organisational culture within your business by translating strategy into action.

- RBK are the largest independent accounting, financial services and business advisory firm in Ireland with over 200 professionals in 3 locations.
- At RBK, we seek to understand your unique goals and objectives. We know that every business is different and we tailor our services to meet your individual needs. Our approach is personal and practical.
- RBK are members of Leading Edge Alliance (LEA), an international professional association of leading independently owned accounting and consulting firms.
- We have a proven track record with a large client base offering a broad range of services.
- Our team possess experienced insights into the ever-changing landscape of Employer obligations, Employment Law and Regulations.
- At RBK, our simple philosophy is to be the best professional services firm in our market. We achieve this by continuously adapting to business, technological and societal change. We provide our clients with high-quality technical and commercial solutions that are responsive, relevant and practical.

What do our Clients say?

“As a Credit Union, we have recently worked closely with RBK HR Solutions in relation to a number of HR strategic matters. They took the time to listen and fully understand the complexities of our business needs. They understood the process, had all the information they needed and made sure they were available to answer any questions. When dealing with HR Solutions, they have always displayed a high level of professionalism, knowledge and insight.”

Matt Heslin, CEO, Kilrush Credit Union Ltd.

“I would recommend working with RBK HR Solutions as I found Yvonne and Aine to be flexible, available, and provided a clear path for us to follow which was great for people not versed in this area. I found them experienced, professional and would recommend HR Solutions for businesses who don't have in-house skills, or have industrial relationship issues and they need to find a path to a solution.”

Darren O'Grady, Director, O'Grady Contracting, Dublin & Kildare.

“With over 30 employees working for our company it is important that we have the most up to date HR information at hand to deal with any situation. Having the support of Yvonne, Áine at RBK HR Solutions Helpdesk, we are confident that with an email or phone call, any problem can be resolved effortlessly. When the COVID-19 crisis emerged in March, Áine was quick to respond to put a plan in place. We would highly recommend the team at RBK, HR Helpdesk.”

Lisa McCormack, Shanette Sheds Ltd, Co. Westmeath.

“We have been working with RBK HR Solutions for some time now and we have found them to be very approachable, knowledgeable and always on hand whenever we need them. They provide HR and employment law advice and guidance to us for all our queries and they always provide us with a practical solution. Their customer service, follow-up and follow-through is excellent and they are our HR Business Partners.”

Gillian Dunne, CEO, ANSAC Credit Union Ltd.

Contact us



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