

RBK

HR Solutions



We're by your side

Dublin
Athlone
Roscommon
Castlebar



How can RBK HR Solutions help you?

Welcome to RBK HR Solutions, where we understand the pivotal role that effective human resources play in the success of any organisation. Our dedicated team of HR experts is committed to providing tailored strategies that align seamlessly with your business objectives. With a focus on innovation, integrity, and client satisfaction, we empower organisations to thrive in an ever-evolving professional landscape.

Our team of seasoned HR experts is dedicated to staying ahead of the curve, offering innovative strategies and best-in-class practices that align seamlessly with your organisation's goals and values. Whether you are a start-up seeking to build a strong foundation or an established enterprise aiming for strategic HR optimisation, we are here to guide you every step of the way.

We combine extensive industry expertise with a personalised approach, ensuring that our services are not just a solution

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

Our HR Services include:



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



"What sets RBK HR Solutions apart is the level of care and attention they bring to each inquiry. They don't just give quick fixes—they really take the time to understand the situation and provide tailored solutions. This personal touch has made a significant difference to how we manage HR matters, ensuring that we handle issues efficiently and with confidence."

Caroline McArdle, Cavan Roofing & Engineering.

HR Helpdesk

Our HR Helpdesk is your go-to resource for fostering a productive, compliant, and engaging work environment, with the added benefits of having an HR Team on hand when you need us.

Experience the advantage of having an entire team dedicated to understanding your needs, fostering a collaborative relationship that goes beyond traditional consulting.

Your business will receive unlimited telephone and email support, Monday to Friday, 9.00am to 17.30pm, with a dedicated HR Consultant, providing a proactive approach to navigating the complexities of human resources.

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
The people management 'basics' in place and HR Compliant	Includes the Essential HR Helpdesk + Management of the audit trail of each Contract of Employment directly, and confidentially + Plus one of the following:
<ul style="list-style-type: none">• HR Advice Line Mon - Fri• HR Health Check Audit - Employment Legislation• Contracts of Employment• 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• Compensation, Benefits & Rewards• Employee Relations Management• Performance Management• Diversity, Equality & Inclusion• Learning and Development• Employee Engagement & Well-being

HR Consultancy

Our experts specialise in crafting customised solutions to address your unique needs, ensuring that your workforce becomes a strategic asset for sustained growth and success.

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:

- 1. Talent Acquisition Strategy**
- 2. Performance Management Overhaul**
- 3. HR Policy Development**
- 4. Organisational Restructuring**
- 5. Employee Engagement Initiatives**
- 6. Diversity, Equality and Inclusion Implementation**
- 7. Learning and Development Workshops**
- 8. Compliance Audits and Reviews**

Recruitment

Discover unparalleled talent with the HR Solutions bespoke recruitment and selection services. We go beyond traditional approaches, tailoring our strategies to your unique needs. Our expert team employs cutting-edge techniques to attract, assess, and secure top-tier candidates who align seamlessly with your organisational culture and objectives.

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.

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. Navigate the complexities of HR compliance effortlessly with RBK HR Solutions.

Our specialised HR compliance services ensure that your organisation stays in line with ever-changing regulations. From policy reviews to audits, trust us to keep you informed and secure, allowing you to focus on what matters—building a thriving and compliant workplace.

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 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.

Why choose RBK HR Solutions?

Our seasoned consultants bring a wealth of industry expertise, crafting tailored solutions to meet your unique challenges.

We prioritise innovation, ensuring you stay ahead in the dynamic HR landscape. Integrity is at our core, fostering a transparent and trustworthy partnership. With a client-centric approach, we go beyond standard services, becoming your strategic HR ally.

RBK HR Solutions stands out for its commitment to delivering results, transforming obstacles into opportunities.

- RBK are the largest independent accounting, financial services and business advisory firm in Ireland with over 270 professionals in 4 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?

"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.

"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.

"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.

Contact us



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