



Audit • Advisory • Tax

PEOPLE AND BUSINESS SOLUTIONS

HUMAN CAPITAL ADVISORY SOLUTIONS



WHY BDO PEOPLE AND BUSINESS SOLUTIONS?



HUMAN CAPITAL ADVISORY SOLUTIONS




BDO IN SOUTH AFRICA PROVIDES AUDIT, ADVISORY AND TAX SERVICES TO A BROAD RANGE OF CLIENTS - FROM LARGE JSE-LISTED COMPANIES TO SMALL AND MEDIUM SIZED ENTITIES, AND INDIVIDUALS.

AS THE SOUTH AFRICAN MEMBER FIRM OF BDO INTERNATIONAL, WHICH HAS OFFICES IN 162 COUNTRIES, WE HAVE BEEN DELIVERING EXCEPTIONAL SERVICE TO OUR CLIENTS SINCE 1963. IN SOUTH AFRICA WE SERVICE CLIENTS COUNTRYWIDE FROM OFFICES IN CAPE TOWN, DURBAN, JOHANNESBURG, PORT ELIZABETH, PRETORIA AND STELLENBOSCH. BECAUSE OF OUR SKILLS AND EXPERIENCE, WE ARE TRUSTED TO DELIVER A QUALITY OF SERVICE THAT IS UNDERPINNED BY A TAILORED APPROACH TO EVERY CLIENT. OUR PEOPLE HAVE THE SKILLS AND EXPERIENCE TO TAKE RESPONSIBILITY FOR THE WORK THEY DO AND ARE AGILE AND QUICK IN RESPONDING TO CLIENT DEMANDS. OUR APPROACH INVOLVES LISTENING TO OUR CLIENTS, UNDERSTANDING THEIR EXPECTATIONS AND DELIVERING THE CALIBRE OF SERVICE ASSOCIATED WITH A LEADING GLOBAL FINANCIAL SERVICES FIRM.

BDO People and Business Solutions aims to lead the optimisation of individual and business performance. Our global platform, professional consultants and leading-edge systems allow us to provide tailored interventions to maximise our clients' competitive advantage and reduce human capital risks. We offer a range of outsourcing, optimisation and advisory solutions which, coupled with our commitment to delivering exceptional service, provides a quality intervention.

Our qualified and experienced psychometrists, industrial psychologists, labour specialists and risk management consultants have extensive industry experience and expertise across a wide range of organisations and therefore understand the people, business, legislative and risk factors which contribute to optimal performance.

OUR SERVICE OFFERING ENCOMPASSES THREE AREAS

-  ▶ Outsourcing Solutions
-  ▶ Organisational Optimisation Solutions
-  ▶ Human Capital Advisory Solutions

REMUNERATION AND BENCHMARKING SOLUTIONS

Our remuneration and benchmarking solutions are geared towards talent attraction, retention and engagement. They include:

- **Remuneration and Reward Strategies:** Designed to attract high calibre talent, reward employees for demonstrating the desired behaviours and motivate people to achieve the business's goals and objectives.
- **Grading Solutions:** Assisting clients through job evaluation and grading solutions to suit the needs of the organisation.
- **Remuneration Benchmarking:** We offer remuneration benchmarking solutions through market comparisons in compatible industries to analyse and highlight potential differences in salaries and benefits.

HUMAN CAPITAL STRATEGY SOLUTIONS

BDO's Human Capital Discipline Framework positions strategic HR Management as the first HR discipline as part of the business strategy and people alignment process. Our professionals support clients with:

- **Strategy Review, Design and Alignment:** Review of existing strategies for effectiveness, conceptualise and designing complete strategies and ensure alignment of Human Capital strategies with overall business objectives.
- **Strategy Facilitation:** We understand the drivers of people strategies and provide facilitation services to ensure a well-designed and comprehensive solution.

- **Workforce Planning:** We balance the needs of the business with those of the workforce through workforce planning. This ensures a strong benchmark when the company wants to promote or replace employees.

MERGER AND ACQUISITION OPTIMISATION

The amalgamation and alignment of separate company strategies, structures, cultures, policies and employment conditions in a merger or acquisition scenario creates elevated risk for company performance. It requires a purposeful change strategy and management tools to not only survive, but thrive. Our team of financial, risk and people advisers are ready to assist clients in the merger and acquisition process.



'IT REQUIRES A PURPOSEFUL CHANGE STRATEGY AND MANAGEMENT TOOLS TO NOT ONLY SURVIVE, BUT THRIVE.'

HUMAN CAPITAL COMPLIANCE SOLUTIONS

Through our audit methodology we can identify potentially problematic policies and practices that may not be compliant with required regulations. Our labour relations consultants ensure alignment of the client's policies, procedures and practices to safeguard them against any malpractice. Our Compliance Solutions include human capital audits and due diligence audits.

- **Human Capital Audits:** We conduct detailed audits of an organisation's Human Capital policies, procedures and practices to highlight possible pitfalls, and recommend interventions to address the potential risks.
- **Due Diligence Audits:** Our team assists companies through a thorough investigation of their Human Capital data to confirm all facts and information, which assists clients in making informed business decisions.

POLICY AND PROCEDURES

The conceptualisation and enforcement of effective policies and procedures facilitates positive organisational behavior, and dictates the standard of operations. Well defined policies and procedures:

- Guide employees regarding standards of behaviour
- Facilitate transparency, equality and consistency
- Provide a framework for decision-making and delegation of decisions
- Offer protection from misconduct and breaches of employment legislation
- Outline the rights of both the organisation and employee
- Assist with the on-boarding of new employees

We support our clients through the establishment of sound policies and procedures, aligned to labour legislation.

IR AND ER CONSULTING

Our labour consultants support companies with their industrial and employee relations needs. We ensure the optimal management of the employer-employee relationship, to promote fairness, equality and transparency.

'THROUGH OUR AUDIT METHODOLOGY WE CAN IDENTIFY POTENTIALLY PROBLEMATIC POLICIES AND PRACTICES THAT MAY NOT BE COMPLIANT WITH REQUIRED REGULATIONS.'



WE TAKE IT PERSONALLY. FOR FURTHER
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