



COMPANY **PROFILE**

HRTorQue specialises in helping clients of all sizes solve their challenges in Human Resources, Payroll, Tax and Accounting. Clients approach HRTorQue to help them save costs and manage risk.



We work on a number of payroll and HR systems. We are experienced in providing the right system and solutions to clients

About Us

- HRTorQue is a key member of the Payroll Authors Group of South Africa (PAGSA) - linking government to the private sector
- While no longer a signatory to the United Nations Global Compact (UNGC), we believe the principles of this Compact reflect the organisation we wish to be, in the way we operate and how we deal with the environment, our customers, suppliers and employees
- HRTorQue has been operating for almost 25 years - building practical experience to help you with all your challenges
- HRTorQue is not wedded to one system. We believe in providing the right combination of systems, people and processes to suit you
- HRTorQue holds level two B-BBEE status



Our job is to solve problems using a combination of software and expertise - we design what works best for you

Solutions



Human Resources

Small companies and start-ups: "Build the basics" – Policies & procedures and contracts of employment

Medium businesses: "Risk Management and Flexibility" – fully outsourced HR available at a lower cost than an in-house department and with access to skilled specialists

Enterprise: "Specialist Support" – professional assistance where resources or skills are lacking e.g. HR consulting, grievances, employment equity, skills development, HCM software implementation and training

HR Review: We establish which risks and opportunities there are in your HR and how you compare against best practice



Payroll

Implementation: New system implementations, support and training on Sage300 People, SBCPP, VIP, Payspace or Psiber

Support: Support for running your own payroll, training, system changes and help with IRP5s. Ideal for organisations concerned about the risk of key individuals leaving

Outsourced Payroll: A fully outsourced solution to better manage payroll and legislative risk allowing you to focus on your business

Payroll Review: We establish the risks and opportunities within your existing payroll



Tax

Specialised employment tax advisory and support

Personal tax submissions and personal tax advisory



Other solutions

Time and attendance solutions: implementation, support, training and optimisation

Data analysis and management: Using your data to drive efficiencies and save costs

Accounting and finance support



Case Studies

Businesses with established Human Resources

You already have an established HR department, but it is swamped by admin and reporting requirements. HRTorQue can put in place an HR Administration system (removing the need for manual filing and allowing all employee files to be visible remotely) and provide resources to free up time so that HR can focus on critical issues and significantly improve reporting

New/Expanding company without a Human Resource department

You have never had the need for an HR department and are concerned about the cost of hiring a full time head count for HR. We can see to the basics by providing policies and procedures as well as contracts of employment. We can then provide professional on-site HR support, providing access to a group of experts for specific solutions. *A fully fledged HR team at a fraction of the cost*

Worried about Payroll risk and use of the system?

We carry out a full Payroll and HR review to identify challenges. We then implement a new system for you or support your Payroll team through setup and training to save costs and reduce risk. We remain immediately available should anything happen to one of your key HR or payroll team members



Need to save payroll costs without making staff redundant?

We perform a full Payroll review to identify opportunities to drive efficiencies by using a combination of systems which collect data and then use BI tools and dashboards to analyse this data and create specific interventions



Let's Talk

“The service from HRTorQue has remained **excellent, consistent, professional** and is always **executed timeously and accurately**

DUDLEY CHERRY – TRADERPLUS



www.hrtorque.co.za



info@hrtorque.co.za



Durban: 031 564 1155
Johannesburg: 010 035 5575
Cape Town: 021 000 0072
London: +44 203 773 6760