

CASE STUDY

Human Resources Support Level 3

THE CHALLENGE

As HR executive, I was tasked with implementing a new HRMS, especially in light of the 2024 employment law changes. The EPA (Education and Skills Funding Agency) strongly encouraged us to improve compliance and efficiency in tracking training, leave, and redundancy processes. Before the training, managing these manually was both time-consuming and risky in terms of compliance, as errors were easy to make.

THE ACTION

With the support and encouragement of the EPA, I used WELL Training's insights to automate key HR processes in the HRMS. This included embedding legal requirements like flexible working and redundancy protections. The training enabled me to configure the system for better accuracy and efficiency, reducing the manual workload and ensuring compliance with both employment law and EPA standards.

THE OUTCOME

With the HRMS now fully in place, there has been a big improvement in both productivity and legal compliance, thanks in part to the EPA's guidance. The system automates routine tasks, reduces errors, and ensures we meet regulatory requirements, making the HR function more efficient and giving me the space to focus on strategic priorities.

IMPLEMENTING NEW HR MANAGEMENT SYSTEM (HRMS)

HR Executive
Digital Mail Service



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