



# 7 critical things to consider when deciding on employee relations software

erNavigator

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The future of labour and employee relations is here... it's **intelligent**, it's **compliant** and it's **Digital**

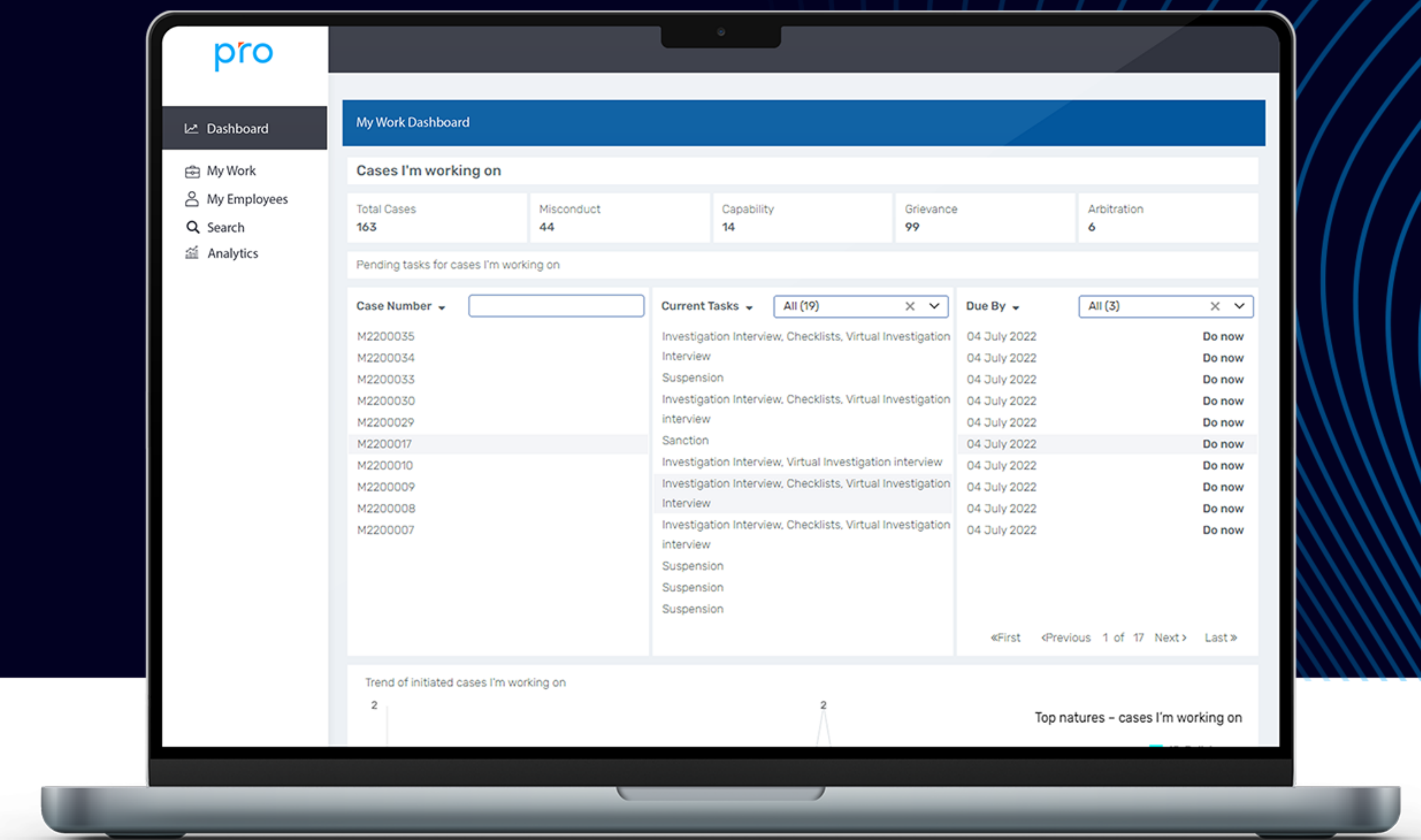


A generic approach to labour and employee relations case management is not a sustainable business solution.

Labour and employee relations legislation and practices are inherently complex, to the extent that they can differ vastly across operating divisions, regions and countries and will undergo continual updates, which means that a simple generic case management system is simply ineffective.

The knowledge, flexibility and expertise needed to navigate this multi-faced environment needs to always be relevant, up-to-date, intelligent and compliant.

# 7 critical things to consider when deciding on employee relations software



1

Does the solution follow **South African** labour law and is it continually **updated** for changing practices?

2

Does the solution offer **access** to a readily available and continually updated, labour and employee relations legal **knowledge base**?

3

Does the solution offer the added advantage of including best **practice South African processes and documentation** against which to benchmark your company?

4

Does the system enhance governance and compliance, by monitoring **real-time labour relations policy and legal compliance**, thereby reducing risk?

5

Does the solution provide the convenience of having all labour and employee relations resources, including established **South African best-practice** guides, end-to-end case management, comprehensive analytics and reporting and a legal knowledge base, all in **one place**?

6

Does the solution enhance organizational capability by **empowering users**, irrespective of their level of labour and employee relations knowledge and experience, by guiding them to make the right decisions, follow the correct processes and complete all the required tasks?

7

Does the solution provide an **end-to-end best practice solution** from **case initiation through to finalisation**, beyond just providing guidance on selected aspects such as investigations?

# Why erNavigator is different

## Local Knowledge

Companies have immediate access to local, comprehensive, up-to-date labour and employee relations knowledge and information, developed for the erNavigator by leading specialists.

## Best Practice Process

We have developed the erNavigator on a foundation of tried and tested best practice labour and employee relations processes, which are automated and optimised for case management efficiency.

These processes are highly configurable and can be updated to include individual company policy requirements and applicable union regulations.

## Its All About Control

Internal controls are included in our processes to minimise key labour and employee relations risks and their resultant cost impacts.

These controls are monitored for non-compliance and identified for remedial action.

## Real Time Risk Monitoring

The erNavigator transforms labour and employee relations data management, real-time reporting and early detection monitoring of key risks.

## Learning And Development To Empower Users

The erNavigator empowers end users by building a sustainable and continuous labour and employee relations learning and development environment that includes local requirements.



15 + Years



400 000 +  
active users



27 +  
countries



1000 000 +  
cases managed  
per year