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**EMPLOYEE RELATIONS MANAGEMENT SOFTWARE
COMPLIANT WITH SOUTH AFRICAN LABOUR LAW**


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INTRODUCTION

A specialist cloud employee relations case management and knowledge sharing platform

erNavigator has since 2003 been helping businesses of all sizes and industry types achieve extraordinary success.

- 15+ Years of experience
- 400,000+ Users.
- 27 Countries.
- 1,000,000+ Cases managed per year.



All the resources necessary to manage labour relations cases

All in one place

Companies in diverse industries and of all sizes leverage our solutions to quickly and cost-effectively standardise, automate, and digitise their company-wide labour relations processes in accordance with their own company policies, South African labour law requirements and best practice standards.



WHY ERNAVIGATOR



Digitalisation

Accelerates company-wide labour relations digitalisation initiatives



Best practice

Provides access to best practice processes



Productivity

Helps scale team productivity.



Capability

Builds organisational capabilities.



Analytics

Enhances analytics and measurements.



Compliance

Improves governance and compliance by ensuring case outcomes are consistent, fair and compliant.





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 solid 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.



Organisational Capability

Internal controls are included in our processes to minimise key labour and employee relations risks and their resultant cost impacts. These controls are automatically monitored for non-compliance and immediately 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 end users

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



pro For growing teams

Cloud based	✓
Modular	✗
Activities	Misconduct, grievance, poor performance, ill health and disability, CCMA and labour court.
Reporting	Predefined reporting & analytics
Subscription	Annual
Structure	A single company with multi-divisions. One level hierarchy
Users	5 Pre-defined user types
Processing	Digital case management with pre-defined processes and workflows
Updates	Country specific life guidance included
Company policies	Own policy configuration wizard available
Configuration	Country specific pre-defined best-practice configuration, non-editable
Licensing	Per user based on number of cases and users selected
Cases	Limited – select between 50 – 250 cases p.a.
Users	Limited- select between 2 – 50 users
Integration	XLS import
Free upgrades	✓
User manual	✓
Teaching tool	✓
Shop	✓
Data storage	✓
Case archiving	✓
Support	Unlimited email



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enterprise For larger organisations

Cloud based	✓
Modular	✓
Activities	A comprehensive range of labour and employee relations modules can be selected from
Reporting	User managed reporting & analytics
Subscription	Annual
Structure	A multi-company with multi-divisions. multi-level hierarchy
Users	Unlimited user types
Processing	Digital case management with fully configurable processes and workflows
Updates	Country specific life or full guidance included
Company policies	Own policy configuration services available
Configuration	Country specific pre-defined configuration modified via configuration services
Licensing	Per module, per employee, unlimited users and unlimited cases
Cases	Unlimited
Users	Unlimited
Integration	APIs available & XLS import
Free upgrades	✓
User manual	✓
Teaching tool	✓
Shop	✓
Data storage	✓
Case archiving	✓
Support	Unlimited email & telephonic



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erNavigator

With erNavigator you can

- ✔ Quickly and cost-effectively digitise and automate company-wide labour and employee relations processes.
- ✔ Access best-practice processes.
- ✔ Report on all activity in real-time at the touch of a button.
- ✔ Empower end-users to make decisions, follow the correct processes, complete all required tasks and comply with all company policies and the law.
- ✔ Maintain control and compliance across the entire organisation.

Selecting erNavigator will

- ✔ Limit implementation time.
- ✔ Reduce the cost of ownership.
- ✔ Provide a guaranteed path to success.
- ✔ Result in a positive ROI.
- ✔ Promote visibility and transparency whilst safeguarding employee information.

erNavigator can help you ensure

- ✔ Processes are consistent and compliant.
- ✔ Risks are minimised.
- ✔ Administrative costs are reduced.
- ✔ Employees are treated fairly and equitably.

Data Protection

Compliant with General Data Protection Regulations (GDPR) and ISO 27018 for cloud privacy and security
Cloud Corporate employee relations software includes several techniques to enhance data protection these include;

- ▣ Encryption – renders the data unintelligible to any person who is not authorized to access the data.
- ▣ Privileged user access control – Control over users who have access to personal data.
- ▣ Fine-grained access control – ensures that personal data is accessed selectively and only for a defined purpose
- ▣ Data Minimization – The collection and retention of personal data is limited as much as possible.



Cloud Security

erNavigator is hosted on Microsoft Azure. The tightest security and privacy features possible are embedded into Azure and the systems are completely transparent, so you know how your data is accessed, stored and kept secure.

Azure conforms to all global security and compliance standards.

South African best practice partners.

South African legal content provided and regularly updated by Bowmans.



erNavigator endorsed by



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PEOPLE PRACTICES

Setting HR standards

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