



recruit | train | retain

COMPANY PROFILE



About Us

HR on Point (PTY) Ltd Consultants can ease the burden and step in when no HR expertise exists to handle your continually needed HR functions. Our functions are typically split between a variety of people, who do not have the training and experience that an HR Consultant brings to the table. HR On Point lessens the burden for the employer by helping them maximise efficiency of employees leading to higher productivity levels. Your business will benefit from the expertise and experience of a Human Resource Consultant without the cost of paying a full-time salary.

We hit-the-ground running from the day we are engaged. There is no learning curve as there is with a new employee.

How we help businesses:

We offer solutions we have gained through experience, employment laws, and best practices.

We offer flexible, customized services, as we believe there is no one-size fits all model.

We offer a fresh perspective, we will look at any situation without clouded judgement.

We help businesses increase productivity, profitability, and reduce risk. Risks such as paying a lot of money after losing cases at industrial court for labour disputes can be minimized.

We concentrate on having-your-back and giving you piece of mind.

We help businesses find top talent, to grow their team and increase the number of customers who can be served.

We assist in reducing the time it takes to recruit potential candidates for employment and always ensure a good cultural fit.



Our Vision

To be recognized as an impactful, innovative and efficient HR Consulting partner.

Mission

We are a professional, enthusiastic and innovative team, dedicated to providing professional HR Consulting Services and evolving Recruitment Solutions that help our customers become more productive and profitable.

Leverage Your Human Resources



Our Services

Your most valuable resources are your employees. HR on Point (PTY) Ltd is your best choice in recruiting, training, and retaining your employees.

HR on Point offers the following services detailed below at an affordable monthly cost. We offer the following services:

Recruitment – We are experienced in sourcing and recruiting qualified candidates who are a good fit for your company. We also provide psychometric assessments at the clients cost.

Benefits and remuneration - We will perform salary benchmarking exercises to ensure competitiveness in your industry. Salaries, pension schemes, medical aid, group life insurance etc. will be reviewed and the necessary advice will be given to the client.

H.R documents - We will set up employee files, and ensure employees have job contacts, job descriptions and that all the necessary HR policies are in place and are up to date.

Training & skills development – We conduct skills audits & inform management on the skills gaps discovered via the audit and identify trainings bridge those gaps.

Disciplinary issues - We will handle all your disciplinary concerns and represent the company at Labour for mediation. A disciplinary code will be set up.

Regulatory Compliance - We work with management to ensure your company is fully compliant with all relevant regulations such as, Employment Act, Employment policies, Workers' Compensation Act etc..

Performance Management

We will work with you to ensure you have an effective performance management program. Regular performance evaluations will be conducted.

Audits – Every 6 per months, HR on Point will perform a full audit of all your Human Resources files and processes. We will deliver a detailed report of our findings, and work with you to correct any issues we discover.

Labour and employee relations

We will assist management and employees with any labour related questions or concerns.

Payroll – We will identify your business needs, recommend improvements to payroll services, best practices, as well as computing payments, deductions, and tax information.

Our Team



Tshepiso Mebe - Lead Consultant

Tshepiso Mebe is a progressive woman who leaves a mark of excellence in everything she touches. Her passion for people led her to the human resources profession. Tshepiso joined the human capital arena over a decade ago and has been an HR practitioner for 15 years. She is the founder of HR-On-Point Pty Ltd which brings structure, compliance and technology to an organisation's human resource infrastructure. Her commitment to excellence & great customer experience lures clients in and lands her an overflow of referrals.

Tshepiso holds a bachelor's degree in business from Southern Cross University in Australia and she is also an approved BQA trainer.

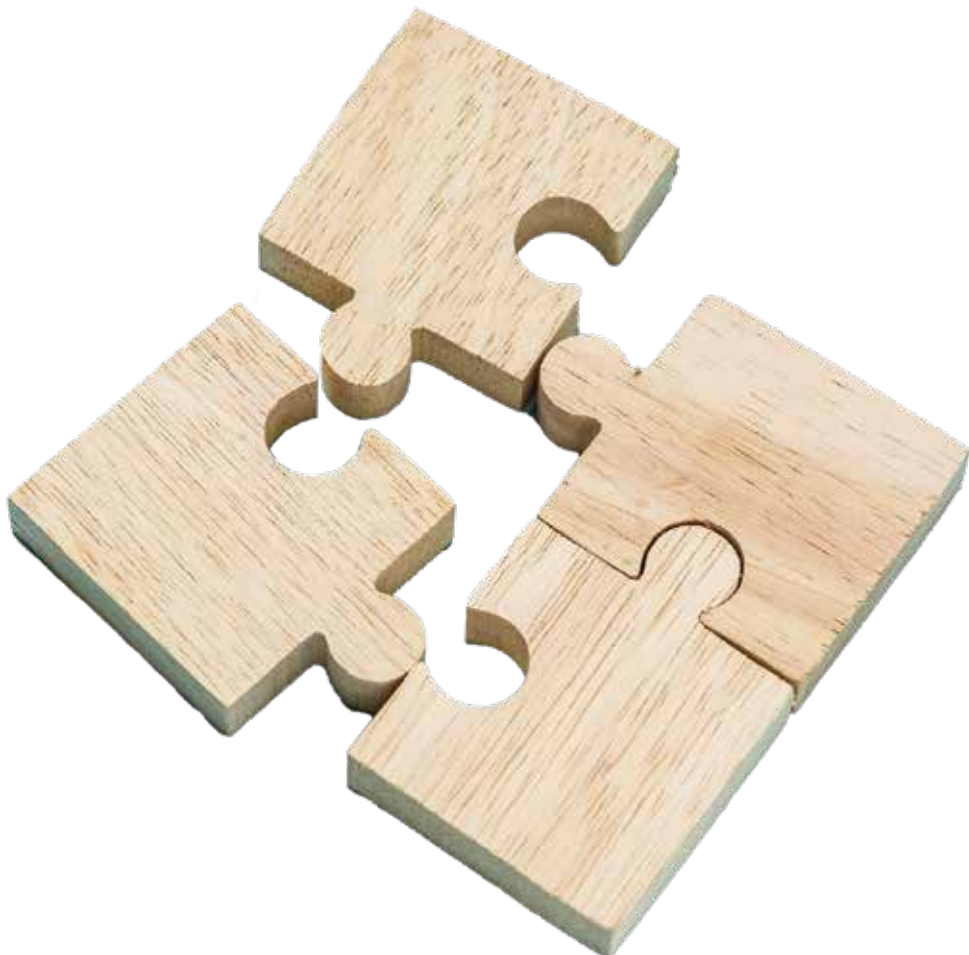
Tshepiso 's passion for people extends beyond her professional work; she contributes to the community through her mentorship programmes at public schools where she devotes a session per week in her guidance to the teens to help them blossom. She believes in living a life of mastery and refuses to be average.



Our Clients

We have done business with:

1. Love Botswana Outreach Mission trust
2. Phoenix Assurance of Botswana
3. Cancer Association Botswana
4. Advent Wellness Centre
5. Tendi Safes (PTY)Ltd
6. Taj Consult (PTY)Ltd
7. Briggs and Associates (PTY)Ltd
8. Cafe Ate (PTY)Ltd
9. Sand Sledge (PTY)Ltd
10. MEB Architectural Services





We Manage Your H.R So That You Focus On Growing Your Business

At the foundation of every successful lean business operation is a positive working environment that must be carefully nurtured. We first conduct vulnerability assessments, and then work with you to develop labor and employment practices, coupled with on-the-job training and education, to introduce and reinforce your standards.





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