

# HR Scan\*

## Stay on top of your HR strategy

- be in line with local and international regulations
- optimise your HR policy
- avoid unpleasant surprises in your HR policy
- become an employer of choice
- know your strengths and weaknesses
- gather all the information necessary to set a long-term HR strategy

PricewaterhouseCoopers' experts have proven experience in all requisite aspects of employment law, social security and international law.

We are part of an international network that enables you to implement a global HR approach, which is an essential key to growth and success.

\*connectedthinking™

*The rules and regulations companies have to comply with when it comes to human resources are becoming more and more complex. All too often, a company's HR policy is a rag-bag of ad hoc solutions, implemented as and when the need has arisen.*

*In the context of a manpower audit, PricewaterhouseCoopers' HR Scan puts your entire HR policy under the spotlight, using 150 questions. With the help of HR Scan, specialists at PricewaterhouseCoopers are able to detect weaknesses and areas for improvement in the area of HR. We can quantify any risks and, if required, devise alternative local or global solutions. This means that HR policy will be more efficient and thus unpleasant surprises will be avoided.*

## Using HR Scan

PricewaterhouseCoopers specialists use structured procedures to detect whether:

- your employment contracts are **legally watertight**
- your employment contracts provide sufficient **protection for you as an employer**, for example by way of a clause relating to intellectual property when an employee leaves the firm
- wages and “employee benefits” (additional pensions and risk cover) **conform to market conditions**, to make sure you can attract and retain valuable employees
- there are more **attractive** ways of rewarding employees from a tax and social security point of view



## Unlock new answers to your HR matters

- *Using 150 questions, PricewaterhouseCoopers' specialists detect the problems and issues that might affect you.*
- *A tailor-made report, whose scope and purpose will depend on your needs, offers a guide to implementing the changes that will optimise your HR strategy and reduce risks.*

We screen and detect issues and opportunities on topics such as the following:

- social security liabilities
- the status of members of executive committees
- contracts:
  - employment contracts
  - consultancy and service agreements
- policies: company car policy, stock option plans, IT policy, expense policy, etc.
- labour regulations such as working hours and overtime policies
- payroll
- pensions
- staffing formalities and employment documents
- social balance sheets
- employment subsidies
- immigration issues
- collective labour issues such as worker elections
- language issues
- and much more



### Our expert team

For more information on this topic, please contact:

#### **Yvette De Smedt**

Senior Legal Counsel  
Tel: + 32 3 259 31 57  
yvette.de.smedt@pwc.be

#### **Bart Elias**

Legal Counsel  
Tel: + 32 3 259 31 56  
bart.elias@pwc.be

#### **Dirk Van Strijthem**

Senior Legal Counsel  
Tel: + 32 2 710 43 28  
dirk.van.strijthem@pwc.be

Or visit our website at:  
<http://www.hrservices.be/>

Tel: +32 2 710 4211  
Fax: +32 2 710 4299

Woluwe Garden, Woluweval 18  
1932 Sint-Stevens-Woluwe

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