

EMPOWER YOUR OPERATIONS



UNLOCK SUCCESS | BUILD TRUST | ACHIEVE EXCELLENCE

Our Vision

To empower security companies to operate at their highest potential, with seamless integration, proactive management, and real-time insights.

We are committed to providing innovative solutions that not only meet the current needs of the industry but also anticipate future challenges, ensuring that security companies can continue to protect and serve effectively.

Contact Us



DSO – YOUR OPERATIONAL EXCELLENCE SOLUTION

**HUMAN
RESOURCES**

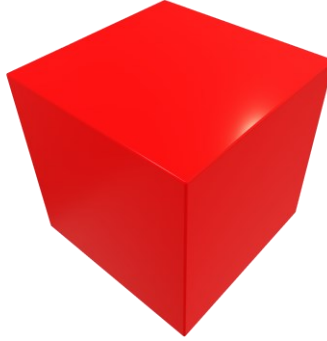


talk2us@flowcentric.com
Office: 010 020 4488

DSO Modules

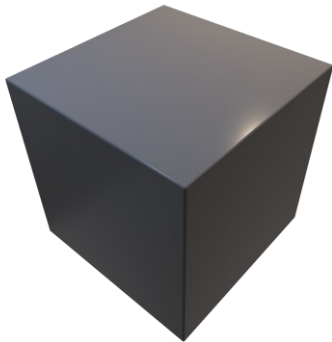
Primary Required Module

Human
Resources

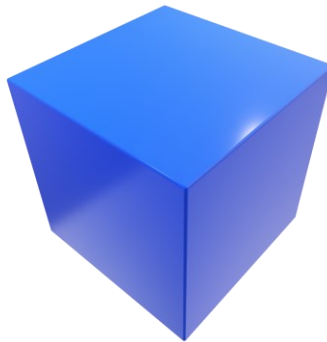


The Human Resources module serves as the core solution for your needs. It integrates seamlessly with other time and attendance or rostering systems, offering users a single sign-on experience for a unified, efficient workflow.

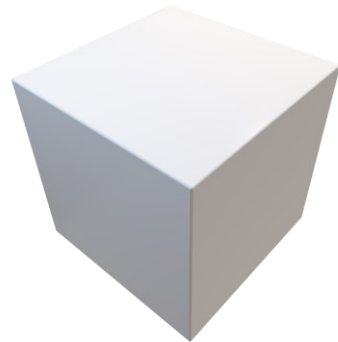
Additional Optional Modules



Uniform
Management



Time and
Attendance



Asset
Management

UNLOCK SUCCESS | BUILD TRUST | ACHIEVE EXCELLENCE

**HUMAN
RESOURCES**



talk2us@flowcentric.com
Office: 010 020 4488

Onboarding Employees

Delays in onboarding new security officers can lead to:

- Site deployment issues.
- Rostering problems.
- Reduced productivity from new hires.
- Increased costs for the company.

Offboarding Employees

Inadequate offboarding can result in:

- Security officers leaving with company assets (e.g. uniforms), posing security risks.
- Brand damage and loss of revenue due to lawsuits and regulatory penalties.
- Former employees remaining on payroll, causing unnecessary payments.

Certification Management

Expired certifications can prevent security officers from:

- Legally working at sites.
- Driving company vehicles.
- Using company firearms.

Consequences include:

- Rostering disruptions and productivity loss.
- Liability risks, such as lawsuits and regulatory penalties.
- Additional costs to the company.

Onboarding Process

Guides HR personnel through each step, ensuring:

- No details are missed.
- All required information is captured from the start.

Offboarding Process:

Ensures HR completes every task, including:

- Retrieval of all assets before a security officer departs.

Certification Management:

Capture essential documents during onboarding, including:

- PSiRA certification, driver's licenses, and firearm licenses, along with their renewal dates.
- Automated reminders to HR about upcoming expirations, allowing sufficient time for personnel to renew licenses and certifications.



Anniversary Management

Tracking employee anniversary dates can be difficult for large workforces, leading to:

- Missed triggers for important activities (e.g. uniform assignments, site inductions, medical check-ups).

Mismanagement can result in:

- Over- or under-ordering uniforms.
- Rostering issues.
- Liability risks and penalties.
- Unhappy employees.

Disciplinary Management

Challenges in managing disciplinary actions can lead to:

- Inconsistent application of policies.
- Decreased employee morale.
- Increased legal risks and potential liabilities.

Anniversary Management:

Provides automated reminders for upcoming anniversaries, enabling HR to:

- Verify uniform measurements before ordering.
- Ensure timely site inductions and medical check-ups.

Disciplinary Management

- Consistent disciplinary processes are ensured with the standardised application of policies across the organisation, reducing confusion.
- Clear communication within this process fosters transparency in disciplinary actions, promoting fairness and maintaining employee morale.
- Assured compliance guarantees that all disciplinary actions follow company policies and legal regulations, therefore minimising legal risks.

