



- Organisation Development
- Human Resource Consulting
- Labour Law Compliance
- Payroll Management

We invite you to experience "Peace of Mind" in our company !!



Introduction

Sunshine Consultants has been providing services in the areas of Human Resource Consulting, Labour Laws & Payroll Management since year 2010. We have the domain-expertise and key competencies to cater to these areas. We offer tailor made solutions and value proposition in a professional & trust worthy manner. We are here to provide end-to-end services in the area of Human Resource Management.



Vision

To become the **Most Admired Consultants** in the domain of Human Resources known for its Proactive Attitude and Ethical Behaviour while doing business in a Trustworthy & Fair manner.

Mission

To provide absolute **"Peace of Mind"** to our customers & be a strategic partner in their journey of Corporate Governance.

Build Lasting Relationships by working closely with our customers and constantly adding value to the life cycle.

Values

Speed, Integrity, Passion and Commitment combined with a sense of **Teamwork** are the core values integral to our journey.



Symbol

"Sun" is symbolic of our endeavour to spread the light of knowledge in the intricate & uncertain, albeit fascinating world of Human Resource Management.



Our Services & Solutions

- ☀ Labour Laws Compliance Management
- ☀ Industrial Relations
- ☀ Legal Drafting
- ☀ Legal Advice on interpretation & applicability of Labour Laws in India
- ☀ Statutory Compliance Audits
- ☀ Registration Services for various Certificates & Licenses under Labour Laws
- ☀ Government Liaisoning
- ☀ Organisation Development Intervention
- ☀ Human Resource Consulting
- ☀ Payroll Administration
- ☀ PF & ESIC Administration
- ☀ HR Audits
- ☀ Exemptions under various Labour Laws
- ☀ Vendor Invoicing Compliance Management



Value Added Services

- ☀ Information & Awareness mailers
- ☀ Training modules for HR and Line Managers
- ☀ Expert statutory compliance solutions while formulating alternate channels of employment
- ☀ Education & Awareness Series for different stakeholders
- ☀ Expert solutions in the area of Employee Relations
- ☀ Expert solutions for driving statutory compliances through various technology platforms



Need for Outsourcing?

A) From Process Owner perspective (eg-HR/Admin/Facility/Legal/Compliance):

- ☀ Reduces Balancing Act for Process Owners or Functions handling conflicting priorities
- ☀ Partners well with Flat & Lean functions who have very little scope to devote time & resources
- ☀ Facilitates transition of process owner transactional routine to transformational activities
- ☀ Handholds, Process Owner to enable quick decision making
- ☀ Enables Process Owner to focus more on other Business priorities



B) From Business & Organizational perspective:

- ☀ Overcomes Administrative & Budgetary constraints for specialist manpower deployment at market value
- ☀ Ensures zero non-compliance which may otherwise effect top functionaries & business adversely
- ☀ Availability of strong Strategic Partners in establishing Corporate Governance
- ☀ Reduces reliance on internal resources who are prone to turnover
- ☀ Saves cost of hiring, retaining, training, travelling & valuable man-hours which can be used elsewhere.
- ☀ Ensures continuity of knowledge & data management due to contractual obligations of Consultant year on year



Advantage sunshine

- ☀ Sound HR policies, practices, system & processes
- ☀ Strong Corporate Governance
- ☀ Satisfied Government Bodies & other stakeholders
- ☀ Returns on Investment
- ☀ Enable focus on strong areas of Business in the long run
- ☀ “Peace of Mind” from all HR challenges, Statutory Obligations, Non Compliances & Complexities of Payroll Management.



Contact Us

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THANK YOU