

Accounting People

Steering Through Complexities

Distinction Between Third Part Companies and Accounting People

Area of Distinction	Third Party Company	Accounting People
Operations		
Work Review	No Review of Employee Work	Dedicated Chartered Accountant to review the work done by the accounting staff. The Accounting Staff also gets access to all Legal Consultants working in PJC LLP
Training Program	No Training Sessions	Monthly Training Sessions are conducted by Review Team to improve the competence level of all Accounting Staff. The Accounting Staff share their experience to the Company head office on a monthly
Data Storage	No Central Storage of Data	The Workings and Calculations done by the Employee are store on the Company Head Office Server on a monthly basis. The said workings are verified by the review team in Head Office.
Reporting Mechanism	No Internal Reporting Mechanism	All Accounting Staff need to complete an internal reporting mechanism. It gives a monthly feedback to the Head Office for improvements needed in the Client System
Responsibility	No Work Responsibility	The Company shall take Complete responsibility for Quality and Confidentiality of the Work done by us. The Head Office makes sure that all Work Checklists are completed by Accounting Staff
Onboarding	No Onboarding Program	The Chartered Accountants from Head Office shall conduct a 3-4 days onboarding program for all new Clients
Admin & HR		
HR Policies	HR Policies of Client are followed	The Accounting Staff shall follow the HR policies of the company (Not Client)
Point of Contact	No Contact with Third Party Head Office	Accounting Staff shall have complete access with Head Office Staff of the company.
Replacement	No Replacement Request	Change of Client will be done on case to case basis
Email ID	No Email ID	The Accounting Staff shall use the Email ID and ID Card of Accounting People
Behaviour Management	No Code of Conduct	Accounting Staff shall follow the People Code of Conduct
Employee Engagement	No Employee Engagement Activites	The company shall do Training, Networking, Party events and Site Off on a monthly basis.
Job Security	No Job Security	Complete Job Security
Performance Appraisal	No Performance Appraisal	Performance Appraisal done by Review team in the company