



TEG's CRM Human Resources Management

LOCATION

Ireland



Module 2 - 3 CSR Human Resource Management for SME Sustainability



Specialists Engineering Services
(Aviation, biopharmaceutical and pharmaceutical)



www.teg.com



ONBOARDING AND RECRUITMENT PROCESS

(e.g., Non-Discrimination, Internship, Work to Employ, Apprenticeship)

Each year [TEG](http://www.teg.com) offers an intensive four-year [Apprenticeship Training Program in Toolmaking](#). They have a school leavers [Higher Education 6 year Program](#) where students can earn while they learn. TEG works with local colleges so workers get the support they need e.g., IT Sligo. The invitation for the Apprenticeship also extends to those on social welfare. [Diversity](#): TEG also encourages women to join their company, however, this has proved difficult in the industry. Of 86 employees, only four are female, one of whom plays an important role on the engineering design team.



EMPLOYEE WORK LIFE BALANCE PRACTICES

(e.g., Job Sharing, Flexibility, Shift Swapping)

To support a good work-life balance, TEG offers [working flexibility](#) in the instances where family issues arise. Employees may swap shifts to facilitate changes.





As a responsible business, TEG supports its employees and groups within its community while all the time aiming to consider and enhance the environment. TEG strives to have a positive social and environmental outcome, as well as financial success.



HEALTH AND WELLBEING APPROACHES

(e.g., Work/Life Balance, Mental, Physical, Standing Desks, Fitness Membership etc.)

Since 2015 TEG has introduced a [Wellness Month](#) which includes a talk on topics such as diet, exercise, sleep and stress on moods, and how to prevent and manage depression. They also provide sessions called 'Good2talk' on mental health and community work.



EMPLOYEE PERSONAL AND PROFESSIONAL DEVELOPMENT TRAINING

TEG removes hurdles to allow employees to grow, such as time off and support with funding. We provide intensive training to new staff. A [unique stamp](#) is given to each employee, which is used at each stage of a project, signifying individual satisfaction and pride in the work done. Staff is required and supported to keep up to date on the latest industry skills. On-the-job training is provided to all employees to support environmental awareness which helps to minimize waste, water, and energy.



WAGE AND CONTRACT BASED SUPPORTS

(e.g., Equal Pay, Fair Contracts, Share Workers with Companies, % agency staff/outsourcing, skilled workers fairness, social contracts)

TEG provides an ability for all new Apprentices to '[Earn while you Learn](#)'. They reduce the cost of education. Once programs are completed students are enrolled on a [competitive salary](#). TEG also provides a [competitive pension](#) to all new employees and Apprentices.





Our purpose is to inspire and enable businesses to bring about a sustainable, low carbon economy and a more inclusive society where everyone thrives. We act as trusted advisers in sustainability and corporate social responsibility.

BITIC



NATIONAL HR SUPPORTS, ORGANISATIONS AND NETWORKS

1. **[BITIC](#)** provides services in CSR HR workplace. [Invest in your employees and their skills](#), [keep staff safe and healthy](#), [listen to and involve employees](#) and [embrace diversity](#)
2. **[WorkplaceRelations.ie](#)** provide information on industrial relations & rights and obligations under Irish employment and equality legislation
3. **[The Irish Human Rights and Equality Commission](#)** provides information on how to protect workers' rights and actively promote a culture of respect for equality and human rights.
4. **[E-Learning from the Health and Safety Authority](#)** (HSA) provides a range of e-learning programmes for various sectors as well as programmes targeted at small businesses.
5. **[ISME](#)** provides CSR Reports and other info
6. **[Small Firms Association Advice Centre](#)** has a range of CSR information
7. **[CSR Hub](#)** is a one-stop shop for information on all aspects of CSR in Ireland. It provides guidance, resources, case studies, access to the Stakeholder Forum, etc.
8. **[National Workplace Wellbeing Awards](#)** recognize employers across the public and private sectors that are excelling at promoting workplace well-being within their organizations.
9. **[The Healthy Workplace Framework](#)** provides guidance, which can be adapted to any workplace setting, to help create and sustain healthy workplaces throughout Ireland.

[More CSR HR and Workplace Supports](#)

teg

Reception →

Visitor Parking →

Deliveries ↗

