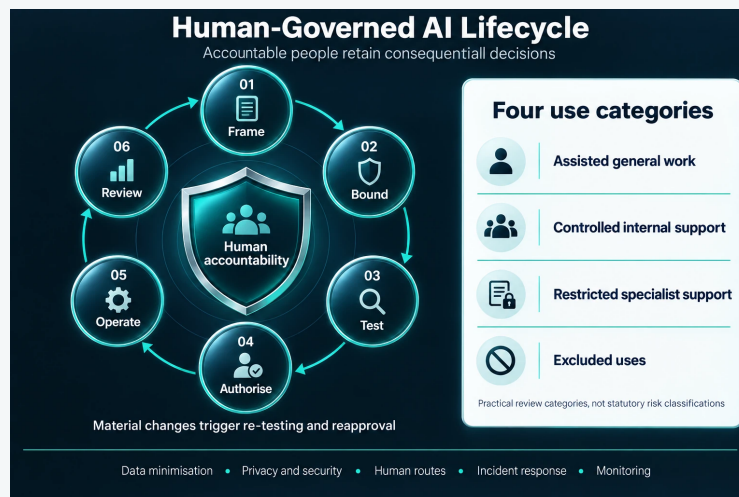




HR AI Framework

HR SERVICE AND ANALYTICS

Useful AI in HR starts with a defined task and accountable people. This framework helps teams compare options, establish boundaries and test a service against real work and exceptions. It supports controlled adoption with clear ownership, appropriate information access, human assistance and an ongoing decision to continue or change.



THE MODEL AT A GLANCE

The approach

The Human-Governed AI Lifecycle connects task definition, boundaries, representative testing, authorisation, operation and review. Four practical use categories guide proportionate controls. Source checks, escalation routes and stopping criteria support accountable oversight, with material changes triggering reassessment and a workable alternative maintained.

When to use it

- HR is considering AI for drafting or approved-information support.
- Convincing demonstrations need testing against routine work and difficult exceptions.
- Existing AI use lacks clear scope, ownership or operating review.

What the model covers

Frame · Bound · Test · Authorise · Operate · Review · Assisted general work · Controlled internal support · Restricted specialist support · Excluded uses

Value for your organisation

- Establishes a clear permitted scope and accountable use-case owner.
- Tests reliability against representative work, exceptions and approved source evidence.
- Maintains human oversight, operating controls and evidence-led review after launch.

Put it into practice

Select an AI task and authorised examples from current work. Define useful performance, important errors and escalation cases. Test a specific version against approved sources and a human-reviewed baseline, then prepare the findings and controls for pilot authorisation.

Outputs you can use

- Scoped use-case brief defining tasks, users, benefits and accountable ownership.
- Testing and authorisation record documenting representative cases and acceptance conditions.
- Operating controls covering human support, information access, monitoring and stopping.