AI agents for the work around the policy and the record

Agents that read your handbook, your HR policies and your employee and vacancy records, prepare the work, and stop for a named person. On infrastructure you control.

THE PROBLEM

Among the public templates and vendor pages we read, two templates score applications and email the result with no review, and one vendor's agent recommends actions from performance data. Of 75 public interface descriptions from 23 publishers, 73 import; they carry 5,957 operations, 3,217 sent as changes, so tools are chosen one by one.

HOW IT WORKS, IN THREE STEPS

STEP 01

Connect what the agent may read.

The handbook, HR policies, collective agreements and letter templates become knowledge sources, with each reader's permissions kept. Employee records, leave balances, vacancies and training records are reached through the description of an interface you already run; pay and headcount figures through a reporting database, read only.

STEP 02

Decide where it stops.

Every tool call passes your policy. A tool that changes a record or sends a letter, an offer or an invitation waits for a named person.

STEP 03

Run it where the data lives.

In your data centre or your private cloud, on a model you serve.

THE RULE EVERY AGENT FOLLOWS

It prepares. A named person decides.

Thirty-five agents in nine areas

Employee questions	HR Policy Q&A. Leave and Absence Query. Benefits Q&A. HR Case Triage
Recruiting administration	Job Description Drafting. Application Summary. Interview Scheduling. Interview Pack
Joining and leaving	Offer and Contract Drafting. Employee Onboarding. Joining Documents Check. Offboarding Checklist
HR records	Employee Record Check. HR Letter Drafting. Document Expiry. Organisation Change Preparation
Learning	Learning Path Curator. Training Content. Mandatory Training Status. Training Request Check
The review cycle	Review Preparation. Goal Wording Check. Calibration Pack
Pay, benefits and time	Pay Review Pack. Pay Gap Report. Timesheet Exception. Benefits Enrolment Check
Employee relations and reporting	Investigation File. Exit Feedback Summary. Survey Comment Summary. Workforce Report
Compliance, safety and consultation	HR Policy Update. Works Council Pack. Data Request. Incident Report Drafting

Also in the pack: the full list of what each agent reads and where it stops, and the white paper “AI agents inside the HR department”, with sources.

Seven questions to ask before an agent touches an application or a record

01 Where does it run, and where is the model?

02 Does it keep each person’s permissions?

03 Which tools change a record or send a letter, and does each wait for a person?

04 Where is the step at which a named person decides?

05 Does it score, rank or recommend on a candidate or an employee?

06 What is recorded, and who is told that an agent is used?

07 Can we stop one agent, one tool, or all of them, at once?

WHERE THE PLATFORM RUNS TODAY

In production at a top-tier bank in Asia, air-gapped, inside the bank’s own perimeter.

MODON built its AI Centre of Excellence on Katonic inside the Kingdom of Saudi Arabia.

ePLDT, the ICT arm of the Philippines’ largest telco, selected Katonic to power Pilipinas AI, a sovereign AI cloud hosted in the Philippines.

Where to start

One country, one process, invented data first. An HR policy Q&A agent can run on the first day, because no record is touched.

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