RedSmart RH

Product Datasheet: RedSmart RH

Labor compliance + HR, modular: pay only for the modules you use.

1. What it is and who it is for

RedSmart RH - Labor Compliance is a **PWA installable on iOS, Android, PC and Mac** (no app store) with **push notifications**, **light/dark theme** and **Spanish & English** content, per company, helping the Mexican SMB **comply with labor law** and, optionally, manage training, climate and performance. It builds on modules that **already run in production** in RedSmart. For companies with employees (from dozens to thousands) and for the accounting firms / HR consultants that serve them.

The promise: modular model

The compliance core is billed per employee; the other modules are **added as each company needs them**. So each company pays only for what it uses, and the plan grows with the company.

Compliance core
per employee / month

+

Optional modules
added as you need them

=

Monthly plan

Pay only for what you use: add modules as your operation requires.

Interoperable: no double data entry

RedSmart exposes a **documented REST API** (help.red-smart.com), **webhooks** for personnel events, **payroll movement exports** (hires, terminations and suspensions with their legal basis and a pay-impact flag), **import/export (Excel/CSV)** with pre-validation (dry-run) and an **MCP connector** for AI assistants: upload your roster once and export what you need. On the roadmap, direct **connectors** to **payroll/IMSS**, **Microsoft 365 / Google** and **accounting/CFDI**. Master data comes in, a couple of outputs go to payroll, and the rest lives in RedSmart.

2. Included: compliance + HR management

Included module	What it does	Built on
Time & attendance by evidence level	Attendance with a **geo-tagged selfie** from a mobile device or a kiosk, **no fingerprint reader or Face ID**. Choose **one level for the whole company** (L0 no images · L1 selfie+geofence · L2 device lock · L3 kiosk; L4 and L5 are add-ons) and fine-tune the geofence radius per site. Works **offline**; ready to hand to the labor authority (Art. 132-XXXIV LFT).	Calendar + geo + camera
Rest log	Logging and scheduling of breaks per the Chair Law, with an associated policy.	Calendar + Knowledge
Surveys: NOM-035, climate and exit	Anonymous questionnaires (NOM-035 Guide II/III, work climate and exit survey) + analytics; feed psychosocial risk and turnover.	Surveys + Analytics
Anonymous whistleblowing channel	Anonymous inbox with case tracking (harassment and violence protocol).	Security Center / panic
Announcements and policies with receipt	Distribute rules, protocols and notices to all staff with read receipts.	Communication + push
Downloadable work rules (RIT)	Generate, store and download the Internal Work Regulations: required in STPS audits.	Knowledge + Blob
Inspection evidence	Export receipts, surveys, records and logs as documentary backup.	All modules

Included module	What it does	Built on
Dashboard and indicators	Turnover, absenteeism and accident-rate dashboards + trends by area.	Analytics + Directory
Digital employee file	A profile with data, documents and emergency contact, in one place.	Directory/Profile + Blob
Job positions and competency profiles	Position catalog with the expected level for each competency. The gap per employee is measured with Performance reviews (add-on).	Human capital › Positions
Vacations	Request, approval and balance of vacations (dignified vacations, LFT).	Calendar
Sick leave	Logging and control of sick leave (IMSS); feeds absenteeism.	Calendar + File
Communication	Messages and notices to the whole team (1-1, mass and by segment).	Messaging + push
Directory	Company roster and structure; the basis to assign and segment.	Directory (d3)
E-signature on receipts	Signed documents are **sealed** (SHA-256 fingerprint) and **chained**, and anyone can verify the printed certificate on a **public verification page via QR**: announcements, RIT, privacy notice, vacation/leave/sick-leave resolutions, punch corrections, NOM-035 report and ARCO. **Coming soon:** advanced signature with e.firma (SAT).	Signature + public verifier
Team presence, today	Who is on site, outside a geofence, at lunch, on a Chair-Law break, on vacation or on leave — **in real time**, for managers and HR.	Attendance + Absences
Suggestion & complaint box	Folio + PIN with committed response times; separate from the whistleblowing channel.	Box (folio + PIN)
AI Assistant (Lumia)	24/7 copilot for employees and HR; included with fair use (see dedicated section).	Lumia / Azure OpenAI

Time & attendance: evidence levels, no friction

The base time & attendance is **included** and works from **a mobile device or a kiosk**, with **no fingerprint reader or Face ID**. You choose **one level for the whole company**: **L0** no images (for policies that do not allow collecting photos) · **L1** selfie + geofence (any smartphone) · **L2** + device lock (the phone's own PIN/pattern/biometrics) · **L3** kiosk mode (a shared tablet or PC on site). As add-ons: **L4 AI facial verification** confirms 1-to-1 that whoever clocks in is who they claim to be, and **L5 liveness check** (requires L4) asks for a gesture and verifies it happened — **a photograph does not turn its face**. Neither one ever blocks attendance. Records **offline** (after signing in on that device beforehand): it stores the punch with selfie and location and syncs with a dual timestamp.

3. Optional modules (add only what you need — pay only for what you use)

Optional module	What it does	Built on
AI facial verification (attendance)	Attendance Level 4: AI confirms 1-to-1 that whoever clocks in is who they claim to be. The base time & attendance module is already included; this add-on is the facial recognition.	Attendance + facial verification
Liveness check (attendance)	Attendance Level 5: at clock-in the person is asked for a **gesture** — turning the head — and the server verifies in the images that it actually happened: **a photograph does not turn its face**. Adds 2-3 seconds and never blocks attendance. **Requires facial verification (L4).**	Attendance + liveness check
Training and certification	Course library with multimedia/video, calendar with reminders and downloadable certificate.	Calendar + Knowledge + Blob

Optional module	What it does	Built on
Performance reviews	Review cycles per employee (objectives / competencies), calibration and results.	Performance (cycles & results)
Accident-rate log + premium calculator	Log work accidents/illnesses and estimate the annual premium with the Art. 72 LSS formula from the data you capture (subsidized days, % disability, deaths, workers). It does not replace the official IMSS determination.	Risk premium (Art. 72 LSS)
Communication campaigns	Awareness campaigns (equality, non-violence, climate) with traceability and measurement; mass send.	Campaigns

4. How it covers each legal obligation

Obligation (in force)	Module(s) that cover it
Digital attendance tracking (Jan 1, 2027)	Attendance + Inspection evidence
40-hour week (2026-2030)	Calendar/Shifts + Announcements
Chair Law (Jun/Dec 2025)	Rest log + Announcements/policies
NOM-035 (since 2019)	NOM-035 surveys + Evidence
Harassment protocol + whistleblowing (reinforced 2026)	Anonymous channel + Announcements
Substantive equality + equal pay (Jan 16, 2026)	Knowledge/Certification (training) + Campaigns + Announcements with receipt (evidence)

Training with certificate, announcements with receipt and surveys generate the **documentary evidence** the authority requires; the downloadable RIT covers the STPS audit requirement.

5. Pricing model (modular and flexible)

Scheme	For whom	Price (reference)
Core per employee	Compliance base for any company.	**$40** / employee / mo
Add-ons (per module)	Only the ones you need are added; price differentiated by complexity. They stack on top of the core and are billed by actual headcount.	Per module — see table below
Unlimited monthly plan (tiers)	Companies that prefer a flat fee with no per-employee cost.	Flat tier by range (no employee cap)
Onboarding + guarantee	Guided initial setup: account, data load and configuration.	**$3,000** one-time + 15-day money back
Core monthly minimum	Core floor, equals ~75 employees; we do not implement below it. Add-ons are NOT covered by this minimum: they are added separately.	**$3,000** / mo

Optional module pricing (differentiated by complexity and unit)

Add-on	How it is billed	Price
AI facial verification (attendance)	per employee / month	**+$10**
Liveness check (attendance)	per employee / month · **requires facial verification**	**+$8**
Training and certification	per employee / month	**+$12**
Performance reviews	per employee / month	**+$10**
Accident rate + premium calculator	flat fee per company (annual use)	**$300/mo**
Communication campaigns	base per company + SMS by usage	**$200/mo** + SMS

Training weighs more (video, storage, certificates); accident rate is annual, hence a flat fee; in campaigns SMS is an external cost billed by usage. List prices, MXN + VAT, adjustable. **Promise:** you do not pay for what you do not use.
How the bill adds up: the $3,000 minimum applies **to the core only**. Add-ons go on top and are computed on your **actual** headcount, not on the ~75 employees the floor implies. Example with 10 employees and Training: $3,000 core + (10 × $12) = **$3,120 / mo**.

6. AI Assistant (Lumia)

Lumia is not a generic chatbot: it is built **tailored to each company** in three layers — **(1) RedSmart brain** (knows the platform and best practices), **(2) your modules** (it only talks about what your company has contracted and learns new ones on its own) and **(3) your company** (your tone, your policies and your FAQs). It runs on **Microsoft Azure OpenAI**: your conversations are not used to train public models.

For the employee

- "How many hours have I worked this week?" / "What training is due?"
- "How do I file an anonymous report?" / questions about the rules.

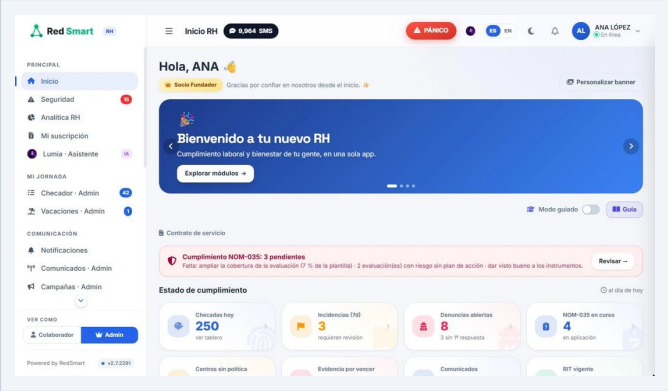
For the admin / HR

- Drafts policies, protocols and announcements; summarizes NOM-035 results.
- Explains obligations and suggests compliance actions; builds campaigns.

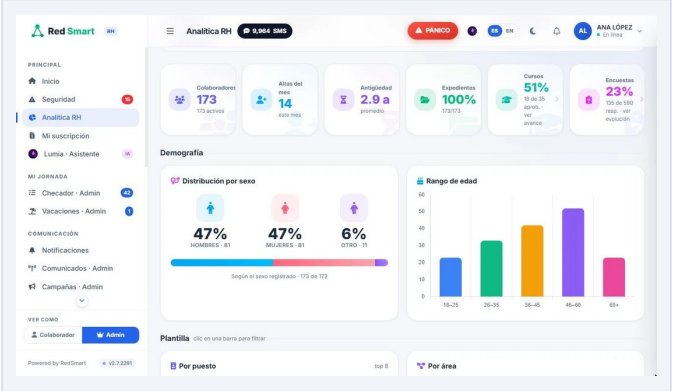
7. Security & privacy

Data protection is designed **into the foundation of the system**, not bolted on: **field-level encryption** of the most sensitive data (social-security no., tax ID, salary, bank account, blood type and medical notes) with keys in **Azure Key Vault**; **per-company isolation** inside the database engine (Row-Level Security); an **access log** for sensitive data; **passwordless sign-in** (passkey with the device lock) over SSO; and **instant session revocation** when you offboard or block someone. Hosted on **Microsoft Azure** (Go4IT is a Microsoft Partner) with high availability and encrypted backups. Aligned with Mexico's **LFPDPPP**: privacy notice, consent for sensitive data and ARCO rights. Details in the Security & Privacy datasheet.

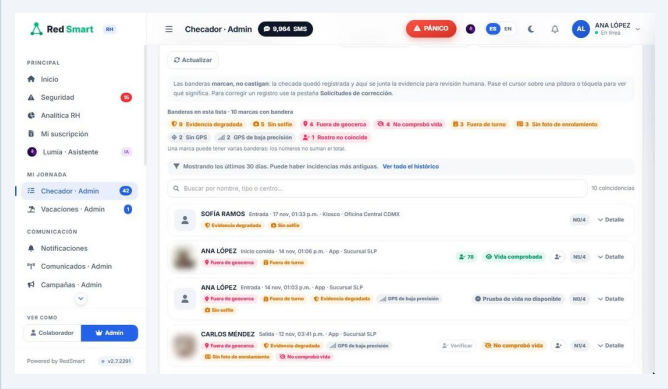
8. System views



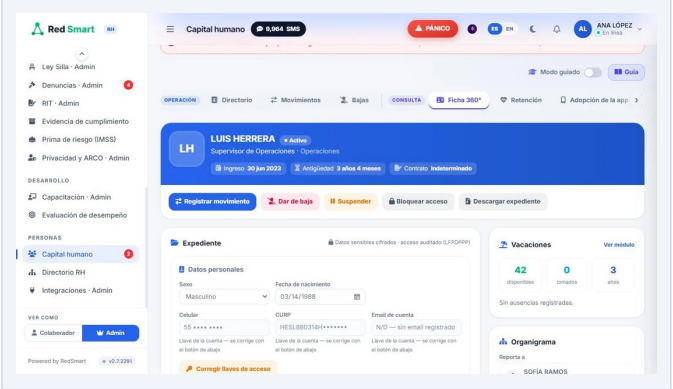
HR home panel



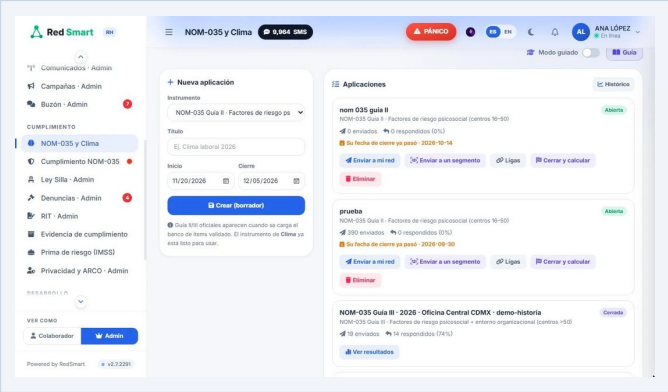
Analytics / indicators dashboard



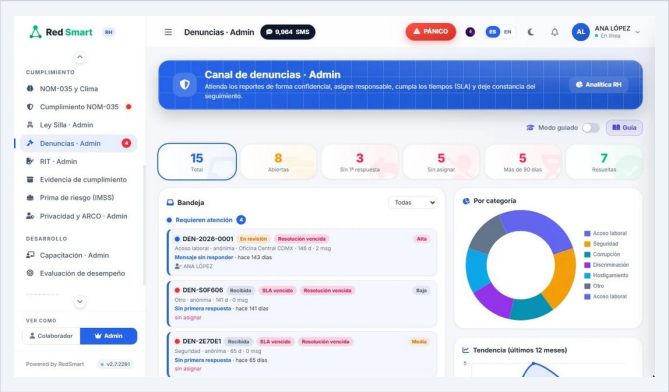
Time & attendance (attendance)



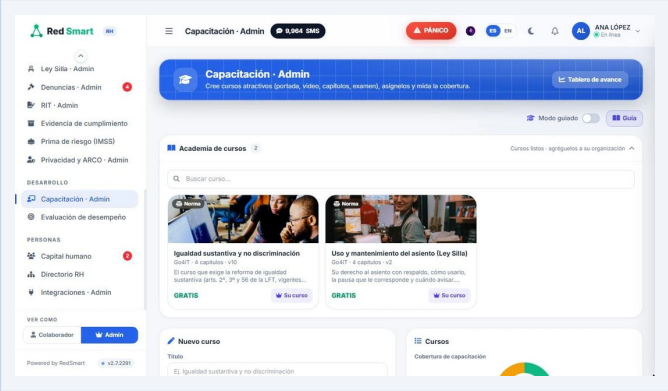
Digital employee file



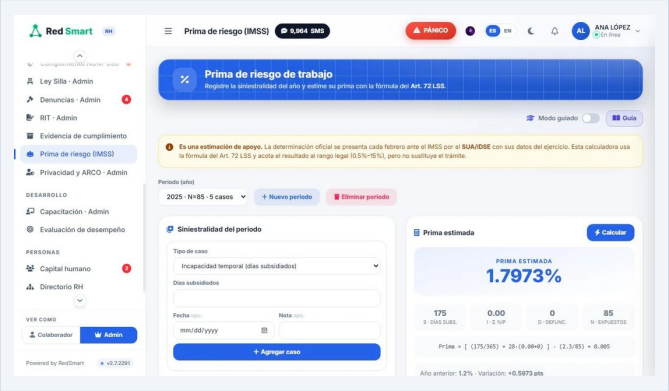
NOM-035 / climate surveys



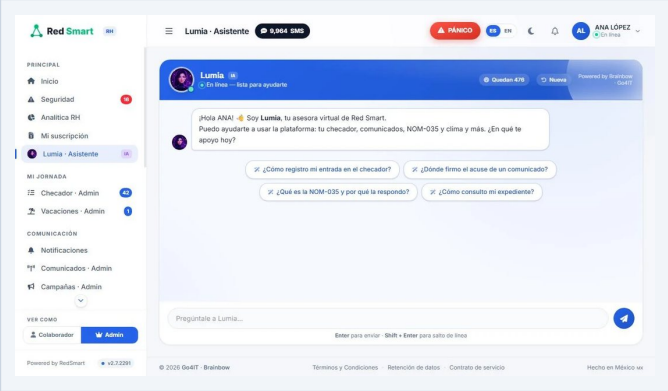
Whistleblowing channel



Training + certification



Risk premium (IMSS)



AI assistant (Lumia)

More info and demo: **red-smart.com**