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HR INSIDER

Your monthly newsletter, written for busy business owners

Want to stop your business losing money? HR can help with that

Times are tough for everyone right now. The cost of living has risen in a big way and it's not only households that are starting to feel the pinch.

As people tighten their belts and reduce their spending, business like yours are beginning to notice a decline in sales. Something needs to give somewhere if companies plan to stay profitable.

But it's not all doom and gloom. Don't start making redundancies yet!

There are probably several ways that your business can stop losing unnecessary money in certain areas. Oh, and did we mention that by taking particular actions to save money, a welcome side effect may also be that you personally gain more time, and your business becomes more productive.

It sounds too good to be true, but trust us when we say it really isn't. In fact, some of the things you should look at are the things that you've possibly been considering for a while but simply haven't gotten around to yet... like making sure



YOUR HR EXPERT
Ash Maher, MA, MCIPD

all of your documents are up-to-date and you have the right policies in place.

How can that help you save money?

I've written a new guide that explains it all. It's called '5 ways HR can stop your business from losing money'. And I'd love it if I could send you a free copy. There are some great ideas on ways you can prevent your business from wasting money, while saving time and also keeping your people motivated and productive.

Get your copy today by visiting www.totalhumanresources.com and completing the 'contact us' box on the home page.



LATEST NEWS

It's June. It's Pride Month!

Yes, this month marks Pride Month, where we celebrate inclusivity, equality, and diversity.

Although we know you do that all year long anyway.

But this year, instead of rebranding your company logo in rainbow colours while thinking of the month as a marketing exercise, perhaps you could try to educate your whole team on the origins of Pride Month, and take a look at your internal policies around LGBTQ+ employees.

Sickness absence is at all time high

The Office for National Statistics have reported that sickness absence rose from 1.8% in the previous year to 2.2% in 2021, the highest it's been in 10 years.

COVID is responsible for almost a quarter of those absences and stress related illnesses being the second highest contributor.

With many businesses now pushing for a return to the office, you may need to consider what effect this could have on your employee's health and to keep a look out for increased absences.

Hiring is at a 12-month low due to economic uncertainty

It looks like hiring has slowed down due to a combination of factors. There are fewer candidates and more roles available, but to avoid the pitfalls of external recruitment, many businesses are looking to promote internally for more security.

333,000 women in the UK have quit their jobs due to menopause symptoms

'The Menopause and the Workplace report', created by the The Fawcett Society and Channel 4, polled 4,000 women aged 45-55 and found that 10% had left their job because of the menopause.

Janet Lindsey, CEO of Wellbeing of Women commented on the report:

"Women over the age of 50 are the fastest growing demographic in the workplace and more support should be offered to ensure they remain in work because women around this age are usually at their most productive and experienced during this life stage,"

"Think working from home was about a better work/life balance? Not necessarily. Half of employees want to save on rising fuel costs! "



What does flexible working mean for your business 2 years on?

We're now more than two years past our first Covid lockdown and many of the changes that were forced upon businesses have opened our eyes to a more convenient way of working.

But while a massive 80% of employers are willing to accommodate staff's preferences when it comes to flexible working, we're still facing challenges. Things like bringing in new people, training them and settling them in has become an issue because it's not always easy to see how successful an induction has been.

Also, understanding what flexible working means beyond simply 'working from home' has become blurred. Flexible working doesn't have to simply mean where we work from, but rather should take into consideration when people work, and how long that work is taking.

People Management recently published an article that suggested businesses focus on the 3Ms in order to maintain the gains that the pandemic brought to the way we work.

Managers - need the right support and

training to implement flexible working fairly and confidently.

Measure - what's happening for the success of the business, but also map career progress against working patterns. And also track and measure the engagement and retention of non-office-based employees.

Men - while it may be women that are keener to take a more flexible approach to work, thanks to caring duties, look at what your men are doing, too. Are there any gender-based working patterns?

Share what you find out with managers, directors and other leaders within your business, so you can be sure of exactly how flexible working is impacting your company and the benefits it's bringing about.

If you need a hand getting any of this set up, just give us a call on 01296 678592!

YOUR HR QUESTIONS ANSWERED



Q

Can I sack someone before 2 years' service?

A: By law, you can usually fire someone with less than 2 years' service with your business, without giving fair reason, or going through a disciplinary or dismissal procedure. However, it's not always as simply as that so please take professional advice before taking action!

Q

Can an employee relocate abroad?

A: Every country has unique rules on your contractual obligations, which you'll need to abide by. Seek professional advice before agreeing to any requests so that both you and your employee understand the implications of the request.

Q

How can I help my employees take more initiative?

A: Communicate your wishes with them and give employees permission to authorise decisions. Provide a positive and encouraging environment, and you could even try to arrange formal training to help.

LET'S TALK ON THE PHONE

Here are three questions for you:

- Do you currently have a HR consultant?
- On a scale of 1 to 10, how happy are you with them?
- If the answer isn't "I'm so delighted I could print 1,000 flyers to spread the word about them", let's jump on a video call

This pandemic is teaching businesses just how important it is to get proactive, responsive HR support. That's what we do. And we're now taking on new clients again.

Set up a 15 minute exploratory call at www.totalhumanresources.com



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