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Find out the best way to make GREAT business decisions

Why it's so important to take your employees pay seriously



Want to make GREAT business decisions? Here are 3 ways HR analytics can help

Your workforce is the greatest asset your business has. And it's your workforce that helps you achieve your business goals, or not.

But there's a disconnect between how you manage your team and how you run the business.

Why? Because you don't have any insights. You're making really important decisions about your workforce based on gut feeling and none of it is evidenced by data.

This is how HR analytics can bridge that gap and help you make GREAT business decisions supported by evidence.



Here are just three ways HR analytics can help:

1 You can understand how employee engagement impacts staff retention, turnover and absence.

Recruitment, training and absence are HUGE costs to the business. But all of these things can be managed and avoided by understanding the reason why people leave and don't turn up. When you bridge this gap, you could also forecast who is likely to leave in the future. Very clever.

2 You can understand if learning and development schemes actually work.

Okay, so you know you need to 'invest' in your team. But does that investment actually help improve bottom line or are you just throwing £££ down the drain. Again, HR analytics will evidence what training is required and will be able to track if and how it has benefitted the business. Helping you make SMARTER decisions in the future.

3 Your HR team (the people who manage your biggest asset) can become strategic partners.

Probably the most important one here. HR analytics will enable your HR department to become the most powerful strategic partner you could wish for. Your HR team can unlock the potential in your workforce and help you achieve business goals more affordably and faster.

Interested to know more? It's easy. Let's chat.

LATEST NEWS

Are you guilty of sending ‘no-context’ messages?

The ‘Sunday scaries’ are a reality for loads of employees in the UK, and one of the biggest causes is a no-context message from the boss.

That’s along the lines of “we need to talk Monday”, sent on a Friday afternoon. What may seem like an innocuous message to you can be a huge cause of anxiety for your employees - 38% of those who suffer the Sunday scaries attribute it to this.

Next time you’re tempted to send a message like that, save it till Monday morning!

Your workplace could be more stressful than you think

What are some of the most stressful things in life? Moving house. The death of someone close. A relationship breakdown.

Well, according to research, employees would rank the workplace as more stressful than a relationship breakdown. And that could mean you’ve got some changes to make if you want a happy, engaged workforce.

Train your managers how to look for the warning signs of stress, take swift action, and encourage an environment where your employees are comfortable talking to you about any problems. Need a hand? Get in touch.

49% of UK workers say they’d take advantage of flexible working requests from day one of employment, according to research. This new legislation is due next year, so act now and make employees aware of their rights.

National Payroll Week (4th - 8th September)

Take paying your employees seriously

Getting paid is why we go to work. Nobody would be working if they weren’t being paid. And with the current cost-of-living crisis, payday can’t come soon enough for a lot of people.

But so many business owners aren’t taking their payroll seriously enough.

Some are paying late without notice or consultation, some are paying on inconsistent dates and some are underpaying (whether that’s getting their hours wrong or not paying minimum wage).

Maybe you’re guilty of this, maybe you’re not?

This is the quickest way to disengage your staff and make their lives really stressful.

Paying your team correctly and on time is really important - you’re demonstrating that you value them and appreciate their contribution to the business which can also go a long way towards retaining your people and creating a good business culture.

Payroll can be a pain though. I get it. If you’re struggling, let’s have a chat and we’ll be able to help you out with it.



How do I effectively advertise my vacancy?

Hiring staff in any industry sector is tough at the moment. To ensure you are on the front foot when it comes to attracting the right staff try the following:

Think about the ideal candidate for your role and try to put yourself in their shoes. That dream employee will have certain attributes and experience, so you will want to make sure you have encompassed these in your job ad copy.

Take plenty of time to craft your ad, to make it sound as attractive and inviting as possible.

In addition to company background and benefits, you should provide a summary of the role, expectations of the ideal candidate, salary (studies show that you will receive up to 65% more applicants than ads with no salary details!)

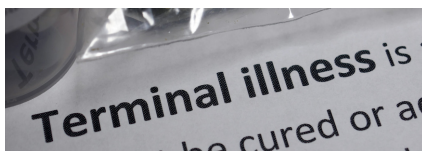
Jane Deadman - Westin Par

Q&A



My employee is terminally ill, what are my obligations?

Terminal illness is covered under the Equality Act 2010, which requires employers to make reasonable adjustments for sick or disabled employees. You can't make your employee redundant or force them out. For more advice get in touch.



How should I handle Christmas holiday requests?

The requests will soon be rolling in, so it's important to have a plan when lots of people want the same time off. Either allocate leave on a first-come, first-served basis, or perhaps decide the business will close over a period. Always be as fair as you can be!



Do all my employees have to automatically enrol in a pension scheme?

If they're eligible – meaning they're over 22 years old and earning at least £10,000 a year. Staff may opt-out if they want to, but it's your duty to automatically enrol them.



Let's talk on the phone

How I can help you:

Retainer Services - cost-effective HR support and advice so you don't need to worry, from just £195 + VAT per month.

Pay as you go - flexible hourly support when you need it - £80 + VAT per hour.

HR Foundations - for example, a fixed starter pack for your first employee with a bespoke contract and the statutory policies you need from £499 +VAT.

Project support - bespoke support on a wide range of HR issues.

I support business owners and HR departments that don't have the internal resource or expertise. You know just how important it is to get proactive, responsive HR support, so lets talk.



YOUR HR EXPERT



Set up a 20 minute exploratory call at www.hrsolveit.co.uk