



HR NEWS ROOM

Enabling businesses to grow & thrive through their people



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Your FREE HR consultation – let us help take away some stress

Is bad behaviour or poor performance causing problems in your business?

Your FREE HR consultation

let us help take away some stress

If the state of the economy is causing you some sleepless nights, you're not alone.

It's not just households that are worrying about the cost-of-living crisis. With rising inflation, increasing energy bills, and employee salaries to pay, many business owners are facing some tough decisions right now. It's really hard to know the right thing to do.

In fact, we've heard from many who are considering redundancies or restructuring as their only solution to help ease some of the burden.

Fortunately, this doesn't have to be the only option.

With some careful consideration and smart planning, there are ways that businesses like yours can not only tough-out but thrive through the current financial climate without losing people along the way.

And that's where we want to help you.



For a short time, we're offering local businesses a free, confidential "Ask us anything" HR consultation. We come to your business for an hour to answer any questions or concerns you have right now, and to help you create a plan to protect your business through these challenging times.

There are no hidden costs and no expectation to buy anything from us, ever. We simply want to help our local business community, and this is the best thing we can do.

If you'd like to take advantage of this offer, either give us a call or visit hausofhr.com to book a slot that suits you best

LATEST NEWS



What's all the noise about quiet quitting?

Quiet quitting, sometimes also called silent resignation, has recently become an important focal point for businesses. So why the fuss, and what do we really mean when we talk about the quiet quitting phenomenon?

When an employee chooses the quiet quitting route there can be several motivational factors. Whatever the reason though, they are not unwilling to work or refuse to fulfil the demands of their role, but they are not prepared to do more than the minimum effort to do so.

[Find out more here](#)

What is your Employer Value Proposition?

One of the first things we find ourselves exploring with new clients at the moment is what an Employer Value Proposition (EVP) is and why it matters to their business. The bottom line is that it should be very high on the agenda of businesses, because it could have a serious impact on the continued success of your company.

Your EVP is all about how you will attract the best new team members, then not only keep them but also turn them into brand ambassadors for your company. In short, a good EVP you will help you attract the best and keep the best, so that they will then, in turn, encourage even more of the best talent to work for you.

[Find out more here](#)

A recent poll has found that only a third of employees know how to progress their career in their current role. That's leaving only a quarter of people feeling good about their career in their current company.

Is bad behaviour or poor performance causing problems in your business?

Unfortunately, when you employ people, at times you're going to face problems like these.

Bullying other employees. Not meeting targets time after time. Repeated lateness. These are just some of the issues that can have a big impact on your business. It's not just the person demonstrating the behaviour and their manager that feels the effect. It can also be other members of the team who feel demotivated, stressed, or even a sense of unfairness if this behaviour isn't tackled quickly.



And when informal chats don't do the trick, it's time you move on to a disciplinary procedure.

It can strike fear into the hearts of even the strongest business owners. That's because it's so crucial you get the disciplinary process correct. Skip a step and you run the risk of landing in an employment tribunal. And that takes up far more time, money, and energy than most of us are prepared for.

So how do you conduct a disciplinary without danger?

You prepare, you take advice, and if you're still feeling apprehensive, you get the experts to do it for you.

To help you prepare for a disciplinary, now or in the future, we've created a new, free guide. It explains all the steps you need to take to adhere to employment law and act fairly, as well as the considerations you'll need to make along the way.



Would you like a FREE copy emailed to you?

Just email info@hausofhr.com today!

Q&A



When an employee leaves, how do I work out if holiday pay is owed or needs to be deducted?

The simplest way to work out holiday pay is to use good HR software that makes all the calculations for you, giving you the correct figure at the end of the employee's contract. For a demo of [Breathe HR](#) and a **FREE** trial contact us today!

For how long should warnings for poor performance remain "live"?

According to the Acas code of practice on disciplinary and grievance procedures, employers should set out the period for which warnings will remain active. The Acas supporting guide states that warnings should normally be live only for a set period, for example six months for a first written warning and 12 months for a final written warning. What does your procedure state?

What do I do if an employee says they're in financial difficulty?

If you provide an Employee Assistance Programme (EAP), make sure it offers your employees counselling. We partner with the UK's leading EAP provider so can get you great **discounted rates!**

Alternatively, direct them to [The Money and Pensions Service](#) or a debt charity that can offer free help and advice on managing their finances.

Let's talk on the phone



Here are three questions for you:

- Do you currently have an 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!



Set up a **FREE 30 minute consultation**

[BOOK HERE](#)

CHO Corner



Company culture - still in the spotlight!

Last month we talked about why your company culture really matters. It has remained a hot topic in Haus of HR HQ. As the Chief Happiness Officer it's my mission to ensure our working culture is one full of happiness. So it was the perfect opportunity to submit my latest suggestion - to have a supply of Dreamies in our breakout areas!

Find out what our top boss has to say about company culture in her latest video - Dreamies even get a shout out!

[WATCH HERE](#)