



HR NEWS ROOM

Enabling businesses to grow & thrive through their people



Inside this edition
Latest news

Ready to hire your first employee? Here's everything you need to know...

Is it time to tackle stress in your business?

Ready to hire your first employee?

Here's what you need to know

Hiring your first employee is a really exciting time for you and your business...but also a pretty scary time too!

There's a lot to think about and you might be nervous about getting it wrong.

That's why we've created a brand-new guide for you this month talking you through everything you need to know so that you can hire your first employee in total confidence.



Here's a preview of what this guide includes...

STEP 1:

How creating a people plan can help you decide if the cost of hiring your first employee is worth it

STEP 2:

What research you need to complete to create an awesome job advert

STEP 3:

The best way to review CVs and conduct interviews

STEP 4:

The right way to offer the position to the lucky candidate and how to let the others down

STEP 5:

What legal stuff and HR documents you need to get organised before they start

STEP 6:

How to ensure your new employee gets off to the best possible start

To get your FREE copy of this guide, get in touch today.

LATEST NEWS



The importance of employee wellbeing

Wellbeing in the workplace is very much a focus area for businesses at the moment, but is it necessary and are the benefits worth the increased focus and resources? There is a lot to say in response to that question.

So, where are we now when it comes to employee wellbeing? What does it mean to employers and the workforce and is it still worth developing in a more challenging economic environment? Find out more in our latest HR blog

[READ MORE HERE](#)



From Corporate to Consultancy

I loved my job – loved it. I was in corporate HR for over 21 years. I knew the value of what I had to offer, and I liked the security of the job, and the rewards I got in return. But in 2021, that all changed and I turned away from all I knew in the corporate world, and jumped with both feet into setting up and running my own business instead.

Find out more in Rachel's latest blog as to what life-changing moment led to the launch of Haus of HR.

[READ MORE HERE](#)

Is it time to tackle stress in your business?

April is Stress Awareness Month. If your business is going to take part in any awareness month, this is one of the most relevant ones to so many of us.

That's because stress and work, unfortunately, go hand in hand. In fact (brace yourself for this scary stat), stress is responsible for 40% of all work-related sickness in the UK. Effectively, 4 in every 10 sick days is because of stress.

What does that look like for your business? Do you have a lot of stress going on? Are the causes easy to spot? And vitally, are your people confident enough to talk about the issues with you or a direct manager?

It's not only workload that can be the trigger to workplace stress, either. We spend a lot of our time at work, so it makes sense that many different factors can be the cause of our stress. It could be long hours, conflict with colleagues, tight deadlines... or something else. There are a lot of possibilities.

Whatever the cause, as a business owner you have a responsibility to look out for the good health and wellbeing of your team. That means identifying when your people are dealing with a lot of stress and dealing with both the cause and the resulting effects.

That means you should hold open and honest discussions about stress with everybody in your business, and make sure everyone knows what actions they should take if they feel their stress levels rising or becoming problematic.

Train your managers in stress awareness to make sure they're on the lookout for any signs that someone is struggling, and make sure everyone understands the possible solutions and support on offer.

Part of this year's official awareness campaign is a 30 day challenge, designed to help people create new healthy habits. It encourages us to pick one action each for our physical, mental and emotional wellbeing, to do each day. This could be making sure you're getting enough sleep, that you're including more healthy foods in your diet, or even socialising a little more.

Is this something you could promote in your workplace to help ease the impact of stress?

If so, we'd love to hear how your 30 day challenge goes!

Q&A



Is an employee entitled to time off for IVF treatment?

At present, there is no statutory right to provide staff with time off work to undergo fertility treatment. However, employees can decide whether to allow staff to take additional unpaid leave.

Alternatively, employees may elect to use their annual leave entitlement to request time off for IVF purposes, or come to an alternative arrangement if their contract does not state time off for medical appointments.

Do I have to allow my employees paid time off when they are called for jury service?

There is no legal right to time off for jury service, paid or otherwise (although employees can claim for loss of earning expenses directly from the courts if they are selected for jury duty). However, employers may be held in contempt of court if they don't allow an employee to fulfill their duty. Also, dismissing an employee for taking time off for jury service is automatically unfair.

Can an employee bring an external lawyer to a formal hearing?

Generally, employees have a statutory right to be accompanied by a fellow worker or trade union official where they are required, or invited, by their employer to attend any formal disciplinary or grievance hearing.

Whether an employee has a right to bring someone other will usually depend on the terms of their contract of employment.



Let's chat

RACHEL COLLAR - YOUR HR EXPERT

Here are two questions for you:

1. Do you currently have an HR consultant?
2. 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

You know just how important it is to get proactive, responsive HR support. That's what we do. And we're taking on new clients.



Set up a **FREE 30 minute consultation**

[BOOK HERE](#)



CHO Corner

BUDDY - CHIEF HAPPINESS OFFICER

Finalists for a second year in a row!

Hot off the press! We've just found out that we have been named as finalists in two categories at the SME Northamptonshire Business Awards for Best New Business and Towcester Business of the Year!

Last year we won Silver in both categories and this time we are hoping to go for Gold!

So have everything crossed for us at the awards ceremony in June.

As the CHO I'll be making sure that we celebrate these nominations in the meantime!

[FINALISTS ANNOUNCEMENT](#)