



# HR NEWS ROOM

Enabling businesses to grow & thrive through their people



## Inside this edition

Latest news

Why employee wellbeing matters

The buzz about robots in the workplace!

## Are non-parents picking up the slack in your business?

Today we're going to talk about a topic that's been buzzing around offices for years... finding equilibrium between employees with children and those without.

Recently, a study revealed that employees without children often feel like they're left holding the fort while their parent colleagues dash out for school pickups, doctor's appointments, or to watch their little cherubs run the egg and spoon race.

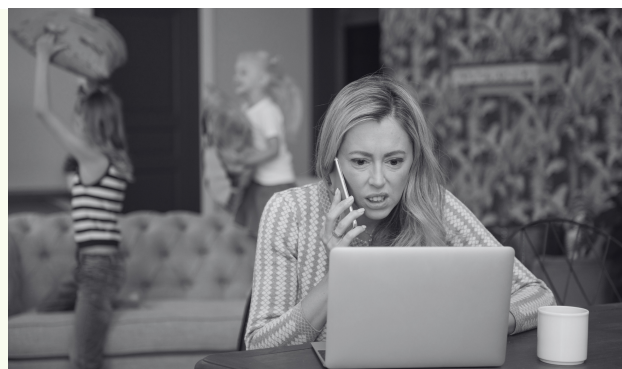
And this creates an atmosphere that can make your non-parent employees feel undervalued or resentful.

We all know the importance of making reasonable adjustments for employees who have children.

It's only fair to understand their needs and flexibly accommodate them. But have you ever thought about how this impacts your childless employees? They might be feeling a tad neglected or even over-burdened.

And guess what? It turns out this imbalance can lead to a drop in motivation and job satisfaction.

Yikes!



So, how can we bridge this gap and create a work environment that supports everyone, kids or no kids? Here are a few tips to spread that love and understanding:

### 1 Flex the flex:

Flexibility isn't just for parents. Extending flexible work hours, remote working possibilities, or compressed work weeks could be a godsend for all.

### 2 Communication is key:

Encourage open and honest conversations between employees about their needs and challenges. Parents can let their colleagues without kids know what they can do to help when they have family commitments, and likewise, non-parents should share their needs and struggles too.

### 3 Share the load:

Encourage teamwork and collaboration. Create a culture that values cooperation and collective effort. Avoid any tendencies for playing favourites and ensure that everyone has equal opportunities to grow, contribute, and shine in their roles.

**Here's a little food for thought:** an inclusive work environment that respects everyone's personal situations, be it parenthood or not, will not only increase job satisfaction and motivation, but it will also fuel a harmonious and productive workplace.

## LATEST NEWS

### The Importance of

# Employee Wellbeing



### Why is employee wellbeing so important, and what does it look like in practice?

Here's a simple explanation of what you can do for your employees, and what they can do in return for your business.

Hollywood movies have been telling us for decades that we shouldn't be living to work but working to live. However, it's only in the last decade or so that a real cultural shift has taken place so that things can really change. It's finally becoming accepted practice to view people as individuals, with unique families and commitments outside the workplace, and that they need to prioritise their physical and mental health.

There are so many ways you can support your employees to take care of themselves during the many hours they are with you – some will cost you time and money, and others are cultural shifts that you may need to work at. Taken altogether, they form your company's own employee wellbeing package. But is it worth the time, money and effort?

### [READ MORE HERE](#)



## MiRo Psychometric Assessments have arrived!



Over the years, we've worked with a myriad of psychometric assessments, from Myers Briggs to Belbin, DISC, Insights, and beyond. However, we're excited to announce that our Founder, Rachel Collar is now a certified MiRo Practitioner!

But what sets MiRo apart from all the other assessments out there?

MiRo isn't about complicated jargon; it's all about clear communication in plain English, perfectly tailored for the workplace.

It's a powerful tool that offers valuable insights into individuals, teams, and managers, shedding light on their behaviour, motivations, communication styles and relationships.

### [LEARN MORE HERE](#)

## Robots in the Workplace!

The buzz about robots taking over jobs is hard to ignore these days, but let's separate fact from fiction.



While some media outlets have sensationalised this narrative, it's essential to understand the real impact of Artificial Intelligence (AI) and automation in the business world.

This technology has been a boost for efficiency, but the question arises: can it replace human roles in more complex areas, such as HR?

As an HR consultancy, we have a strong stance on this matter. The answer is a resounding **NO**. Chatbots and AI cannot effectively replace your company's HR function, not even partially.

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## Q&A



### Do my staff still accrue holiday when on long term sick?

Yes. And up to 4 weeks' holiday entitlement can be carried over if an employee is too unwell to use it within the current year.

### Do I have to pay someone for a trial day if they're not successful?

Yes. Government guidelines state that employers should pay at least National Minimum Wage for any trial shifts that are undertaken.

### Can I specify I need a "strong male" in my job advert if the job requires physical labour?

No. Unless there is a genuine occupational requirement, such as in the cases of care workers for example, you can't specify preference of any protected characteristic.



## 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

### #SBS Winners on Instagram!

We're big fans of Dragon's Den in the Haus of HR, so can you imagine our excitement when former Dragon - Theo Paphitis announced us as Small Business Sunday #SBS winners last month!

Don't forget to follow us on Instagram too @hausofhr and @hausofcoaching



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