



HR NEWS ROOM

Enabling businesses to grow & thrive through their people



Inside this edition Latest news

The lowdown on
absence management

The benefits of
effective HR

Making the top 100
female entrepreneurs
in the UK!

How to manage and reduce absence in your business

Why managing and reducing absence is important

The bottom line is that absence costs you A LOT of money. In 2020, absence cost UK business owners approx. £7bn. Can you believe it?

While colds and flus are unavoidable and it's expected for your employees to take the odd day off here and there, it is important to keep a close eye on how much absence could be costing your business.

How can you calculate the cost to your business? You need to think about the knock- on effect.

Well, not only is their salary still being paid, but this causes a resourcing issue for you, their workload often falls on the shoulders of their colleagues, which can lead to decreased productivity, missed deadlines and possible disruptions to client relationships.



How you can track absence

The easiest way for you to keep a close eye on absence is to track it using HR software like Breathe. Software like this allows you to automatically record, monitor and report on trends; giving you all of the insights you need to understand how much of an issue absence is for your business.

How you can understand the cause of absence in your business

Carrying out return-to-work interviews is the easiest way for you to understand why employees are taking time off from work. In some cases, these interviews can be enough to make people think twice about pulling a sickie.

How to take action to reduce absence

This will, of course, depend on why there is absence in your business. But those businesses that pay closer attention to the health and wellbeing of their teams typically see reduced absence rates than those who don't.

For more information about managing absence, please get in touch

LATEST NEWS

Why is it so vital to have an effective HR function?



Well, as you might expect, it's one of our favourite topics in the Haus of HR – and we're so passionate about the benefits, for you as a business owner and for your people too. In our latest blog we explore what you stand to gain when your HR is done well – and what you could risk if it's not!

[READ MORE HERE](#)

Hitting the airwaves with HR Rocks on Stony Radio!



Did you know that Rachel hosts a radio show on Stony Radio?

It's called **HR Rocks**, which hits the airwaves on the first Friday of the month from 11am until 12pm.

Rachel provides her HR insights and answers burning HR questions for small local businesses.

This month's show had a Noughties indie twist - but don't worry if you missed out, as you can catch it again on Mixcloud..



[LISTEN HERE](#)

Celebrating making the top 100 female entrepreneurs in the UK!

Rachel Collar, has been crowned one of the UK's most impressive female entrepreneurs by Small Business Britain's 'f:Entrepreneur #IAIso100' campaign.



Rachel is being profiled among 100 inspirational female entrepreneurs from across the country, as part of the campaign to celebrate the multi-achievements of women running businesses in the UK today.

On being featured in the #ialso100 lineup, Rachel said: "This amazing recognition continues to fuel my entrepreneurial journey, and being recognised alongside other incredible female founders is a testament to the hard work I have put into my business over the last few years, making it all worthwhile."

Launched in 2017 by Small Business Britain – the leading champion of small businesses in the UK - the f:Entrepreneur campaign aims to raise greater awareness of the impact of incredible female business owners across the country, and help provide inspiration and role models to the wider small business community.

"Congratulations to Rachel Collar of Haus of HR, and each of the phenomenal women featured in this year's #IAIso100," said Michelle Ovens CBE, founder of Small Business Britain.

"It is so important that we call out the incredible contribution of women running businesses across the UK. As well as growing economic prosperity across the UK, they are also having a tremendous, wider positive impact on local communities too. Despite all of the challenges of recent times, it is fantastic to see female entrepreneurship continuing to grow and flourish in the UK, and we must do all we can to encourage and build this further.

[See the full line-up of the 100 women featured in this year's #IAIso 100 campaign](#)

Q&A



We were supposed to have a new starter, but I want to withdraw the offer, can I?

If an unconditional offer has already been accepted, you could be in breach of contract. You would need to serve appropriate notice and ensure your reasons aren't discriminatory.

Can an individual come back to work once they have received retirement benefits?

Yes. You can continue to work while still receiving a pension. It's important to make sure any employee receiving a pension while working is on the right tax code though.

Do I need to provide a prayer room for my employees?

No, but you should comply with any request to allow them to use a quiet space to pray, if it doesn't disrupt the business or other staff.



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

The joy of spreading happiness!

On National Fun Day at Work last month I got to takeover LinkedIn to share my top ideas - because every day at work should be fun!

From playing games, going to the movies, giving back to charity and putting a Happiness Committee in place - I've got it covered!

Check out my post for more ideas and inspiration!



[**READ MORE HERE**](#)

