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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. One of our expert HR professionals will 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 [pshumanresources.co.uk](https://pshumanresources.co.uk) to book a slot that suits you best.**

LATEST NEWS



**47% of employers support extending statutory paternity leave**

A survey by the CIPD found that employers feel strongly about extending statutory paternity leave to four or even six weeks to help new parents balance their home responsibilities while getting better financial support.

The study also found that 85% businesses said no new parents made use of shared parental leave in the past two years.

<https://www.peoplemanagement.co.uk/article/1797364/how-employers-support-extending-statutory-paternity-leave-pay-research-shows>

**Racism in the workplace is still a big problem**

2 in 5 ethnic minority employees have admitted to suffering racism at work in the past five years, according to a new report conducted by the TUC.

Further to that, only 1 in 5 employees is reporting racial abuse. Of those who reported incidents, 48% said they were unsatisfied with how their complaint was handled.

The main reasons for not reporting abuse were worrying that it wouldn't be taken seriously, and concern over damaging working relationships.

<https://www.peoplemanagement.co.uk/article/1797715/two-five-ethnic-minority-workers-experienced-racism-work-report-finds>

**A 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.**

<https://www.peoplemanagement.co.uk/article/1799165/just-a-quarter-employees-feel-good-career-current-company-study-suggests>

**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.

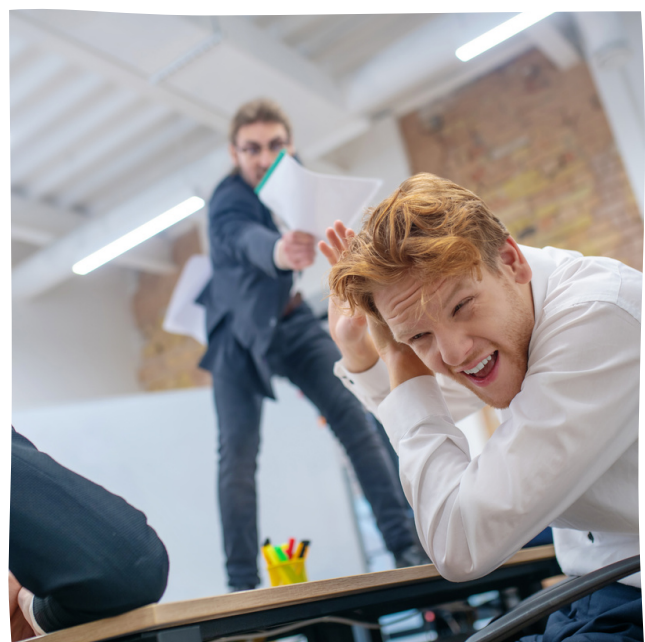
And when informal chats don't do the trick, it's time you move on to a disciplinary procedure.

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.



## 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.

### How do I make someone redundant?

A position becomes redundant when the role is no longer required. It's a long and often complicated process, so it's a good idea to seek bespoke expert advice.

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

If you provide an Employee Assistance Programme, offer your employee counselling. Alternatively, direct them to 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 a 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. And we're now taking on new clients again.



Set up a 15 minute exploratory call at [www.pshumanresources.co.uk](http://www.pshumanresources.co.uk)



**YOUR HR EXPERT:  
EMMA SHEPPARD**