

Inside this edition

Latest news

How will your people help
your business grow this
year?

Blue Monday – the real
effect depression can have
on your business

How will your people help your business grow this year?

You know your people are important to your business.

Without them, a lot less would get done.

But did you realise that they're also the greatest tool you have to help your business reach its goals this year and beyond?

However, it does involve some effort on your part. Primarily, putting the right focus on your HR processes.

That's things like making sure your HR documents are up to date, that they're compliant with employment law and ACAS' code of practice, and that your business culture is where you want it to be.

It also includes the communication within your business. Taking the time to set goals for your people, to help their learning and development, and to help them understand how they fit into the company and help you get closer to your business goals.

When you do all of this, you'll notice a real difference. A happier team, better engagement, improved productivity.



It can reduce staff turnover, stop you wasting time on the horrible side of HR (that's the disciplinaries, resolving issues, even firing people). The list goes on. It also has the potential to impact your turnover too. And isn't that a great indicator of real growth?

How much could your business improve if you made the right changes to your HR this year?

Of course, it's not always simple to make these changes. You need to know where to start, and you need to put the work in (and to find the time for that!). It's not a magic switch.

I've tried to make things a little easier for you though. I've created a new guide, "The business owners 2023 HR checklist". It details everything you need to consider to make the biggest improvements in your business this year.

LATEST NEWS

**More than a third of graduates are stuck in low-skilled roles**

A recent report found that 36% of graduates are stuck in low-skilled roles, or overqualified for their job.

The study also found that graduates in well-matched roles are far more likely to be satisfied in their role than those who feel overqualified.

The answer lies in outlining the path to progression and more skilled work for all employees.

<https://www.peoplemanagement.co.uk/article/1804264/third-graduates-overqualified-roles-report-finds>

More people are making healthier lunch choices at work

It seems the focus on good health and wellbeing is finally paying off.

Uber Eats recently reported that in July 2022 healthy food orders stood at 2800 per day, compared to 1800 in 2021, and 1400 in 2020. Meat-free orders have also increased by 562% in larger cities since 2019.

How does your business lunch order compare?

<https://hrnews.co.uk/healthy-food-orders-double-in-the-uk/>

77% of workers say it's harder to pay for living expenses than it was a year ago. It's forcing people to take on side hustles, overtime, and second jobs.

<https://hrnews.co.uk/side-hustles-extra-shifts-or-a-new-job-inflation-forcing-workers-to-raise-their-incomes/>

Blue Monday – the real effect depression can have on your business

Monday 16th January 2023 is Blue Monday. Apparently the most depressing day of the year.

And while there's no scientific reason for naming the third Monday of the year as the most depressing, depression in the workplace can be a real issue. And 10% of the UK population report to have it.

While work isn't necessarily the cause of the depression, it can worsen symptoms.

Depression is complex. It's important that as an employer you don't take it personally if one of your people is suffering. Instead, aim to make your workplace as pleasant as possible for everyone, encouraging a culture of openness and good listening.

Ideally, you want your people to be able to approach you or their direct manager if they're struggling with anything, whether that's their mental health or another issue. If there are open lines of communication, it enables you to offer the right support to your employee without fear of upsetting or alienating them.

Train your managers in depression, stress, and anxiety so that they know the signs to look out for in your employees. Not only is it a good idea to tackle mental health issues quickly to stop them worsening, but it can also be better for business, too.

Negative workplace affects caused by depression can be loss of productivity, burnout, increased absenteeism, and higher stress levels. These things can also go on to impact the rest of the team and have the potential to have a knock-on effect when others feel they're picking up the slack, or in-team communication is affected. There are some simple things you can do to encourage a happier workplace, and workforce this January though.

Make sure workloads are manageable, and where possible, give people the opportunity to be more flexible with their working hours or locations. Encourage good communication within teams, make sure people take their breaks, and get them away from their screens if possible.

You can also look at promoting lifestyle changes, such as getting your people moving by taking walks at lunchtime, offering healthier choices of snacks, or even subsidising gym memberships as an employee perk.

These things won't directly cure depression, but they can go a long way towards making people happy at work.

Of course, if you need any further help or advice, just give us a call.

Q&A



I'm struggling to pay my wage bill - what do I do?

Let your people know as soon as possible to stop it being a shock on payday. Tell them when they will be paid and prepare for some anger and upset. Then you need to address the issue of why you can't pay this month, and make sure it doesn't happen again.

How do I get rid of a toxic member of staff?

Have a private conversation to see if that helps matters first. After this you may consider following your disciplinary procedure. Make sure you follow it to the letter to avoid future issues.

Or contact us for help!

My handbooks are out of date - what do I do?

Ideally, you should update your handbook every time you make a significant change in your business, or when employment law changes. If it's been a while sit down and go through the handbook page by page making relevant changes as you go.

If you need help, give us a call.

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



**YOUR HR EXPERT:
EMMA SHEPPARD**

