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BluSkyHR

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Your Monthly HR Newsletter
written for
busy Business Owners





How to improve your employees' mental health and wellbeing at work

- The essential checklist

It's safe to say that the past couple of years have had an impact on everyone.

Whether it's the sadness of not seeing friends and family throughout each lockdown, or the loneliness of not seeing colleagues day in, day out, or even the frustration of being stopped from doing the things you enjoy the most, Covid-19 hit our mental health in a big way.

Even now that things have gotten easier, the effect of it all is lingering on in some people.

And that may include your employees.

Of course, mental health issues were already a big problem before the pandemic. What this tells us is that as employers, we need to be doing more to support our amazing teams. After all, without them where would we be?! This year, you should make it a priority to consider the ways you can help to improve your employees' mental health and wellbeing, and take the relevant actions that will make a difference.



The result of this will not only be a healthier, happier workforce, but you'll also find that you benefit from a re-energised, more loyal, more productive team too.

So where do you start on your journey to be an open, supportive workplace?

Easy! I've created a new guide that will tell you everything you need to know. It even has a checklist that you can refer back to whenever you need to check you're on the right track.

Can I send you a copy for free? Just visit bluskyhr.co.uk and I'll send you a PDF today.



Latest News



SINCE 24TH FEBRUARY, WORKERS HAVE NOT NEEDED TO SELF-ISOLATE IF THEY TEST POSITIVE FOR COVID

Throughout COVID, your business has got used to making quick decisions on how to react to the ever-changing situation.

And while the majority of your workforce may have welcomed the end of domestic restrictions, some of your workers may still be really anxious about the risk of COVID. Especially those who are medically vulnerable.

As an employer, you have a “fundamental duty of care” towards all of your employees and handling the end of domestic restrictions may still be a huge challenge you face.

Ultimately, each business will decide on an approach that works best for them and their employees. If you’re concerned, you should speak with an expert HR Consultant for advice.



COMPANY THAT GOT SUED FOR SACKING AN EMPLOYEE BECAUSE THEY REFUSED THE VACCINE WINS CASE

According to statistics over 90% of over 12s have now received their first vaccination. Despite the majority of the UK welcoming the vaccine, there’s still a small percentage of people who have decided not to get vaccinated.

Mandatory vaccinations have been a contentious issue. And when a woman was dismissed for refusing to be vaccinated, she took her employers to an employment tribunal on the basis that her right to private and family life hadn’t been respected.

On this occasion, the employment tribunal dismissed her case and found that the Company’s decision to dismiss her was proportionate, as the employer’s decision to make vaccination mandatory for staff providing close personal care to vulnerable care home residents was a reasonable management instruction.



LATEST POLLS FIND TWO IN FIVE WORKING PARENTS PLAN TO MOVE JOBS IN 2022

It also found that 62% of those who claimed to have a good work-life balance were also looking to move. Furthermore, 49% of parents who said they were highly satisfied with their life overall said they would be looking for new work. And a huge 66% of parents felt like their employers were unsympathetic to their childcare needs.

You may have heard about the Great Resignation and this is further evidence that this is a real thing Business Owners need to be aware of.

3 ways your business can avoid The Great Resignation

It sounds so dramatic... the kind of thing you'd read about in a history book. But 'The Great Resignation' is having a big impact on many businesses. A client of mine in the Education Sector has seen a dramatic shift in the recruitment of Teachers and Support Staff. With numbers of applications taking a dramatic decrease in the last few years. Instead of sitting tight and riding out the economic storm in a safe job, employees are jumping ship and it seems no one wants to work in a school setting anymore.

So what are the reasons for The Great Resignation? It's because there's an abundance of available roles right now. Candidates can afford to take more risk and be choosier about what they really want from a job. **HINT: It's not just about the salary!**

So here are three ways your business can avoid losing its best people:



1. What do people think about you?

That's people outside of the business as well as your employees. Do you seem like a great place to work? Do you have great ethics? How well do you treat your people? Try an anonymous survey to get the most honest feedback. This is a great first step to be able to make the right changes..

2. Listen to feedback

It sounds obvious, but if your anonymous surveys suggest you need to offer more flexibility, or become more inclusive, look at the things you can do make those changes.

As well as bringing new, positive changes to the company, acting on suggestions will make your team feel more valued.



3. Support your Team

Take mental health seriously and provide a safe and open environment for your team and you'll be rewarded with a new level of loyalty from your people.

Obviously, this is a very brief answer to what can be a complicated question, so if you'd like any further advice on attracting and retaining the best people for your business, feel free to give us a call!



Q&A

Your HR Question Answered

Q

Should employees talk about religion at work?

A: Religion can be discussed at work, as long as it's in an appropriate manner. Everyone should feel comfortable with the conversation, and it must not cross the line into harassment or discrimination.

Q

What can I do if an employee is always late for work?

A: Arrange a 121 and find out why it's happening. There may be a valid reason which you may be able to make adjustments for. But if there is no valid excuse, set out your expectations and warn that disciplinary action will commence if it continues.

Q

Can employees talk about their salary?

A: Simply put: yes! The 2010 Equality Act gives employees the right to discuss salary for the purposes of bargaining or protection, and it's illegal for employers to ban such discussion.

GET IN TOUCH

Here are three questions for you:

- Do people-related problems keep you awake at night?
- Do you worry that you aren't compliant from an Employment Law perspective?
- Are you struggling to attract and retain top talent in your organisation?

If you have answered yes to any of these questions, BluSkyHR offers a free 1 hour HR Health Check to HELP YOU identify your greatest employment-related financial risks.

Book today via - <https://bluskyhr.co.uk/free-one-hour-hr-health-check/>

