

July 2022



# BluSkyHR

Making your HR as  
clear as the Sky is Blue



## Business Owners Monthly HR Newsletter





HR



# Newsletter

## Inside this edition

Latest news

Extension on the ban on exclusivity contracts

Long Covid is still affecting an estimated 1.2million people

When did you last review your mobile phone use policy?



## It's a race to become the best employer amid candidate shortages

**Yes, you're right, there's always a problem to overcome when it comes to hiring. Just recently we were contending with The Great Resignation. And now we're seeing a shortage of candidates, thanks in part to fear, driven by the current state of the economy.**

But if you're recruiting, this could be really bad news for you.

It means you might not be able to attract and retain the best person for the job. That not only makes the hiring process more difficult for you, but it also means you run the risk of having to do it more than once for each role.

The good news is there's a lot you can do to make sure you're attracting the right people for your roles. And it all starts with your employer brand.

Your employer brand tells both customers and prospective candidates a lot about your company. It is the 'voice' of your company - which might be fun and approachable, for example. It's the way you interact with people on your social media platforms. And it's the things your current employees say and feel about working for you.



Get your employer brand right and candidates will be just waiting for vacancies to open up within your company.

So, before you next begin the hiring process, take some time to think about your employer brand. Ask your current employees about it. You could even ask for feedback on your social media platforms. That will give you a really good idea of where it already stands.

And, as always, if you need any help or guidance, just give us a call!



## LATEST NEWS



### Extension on the ban on exclusivity contracts

The Government has issued an extension on the ban on exclusivity contracts for part-time and zero-hour contracts, to those earning under the lower earning level (LEL).

This means that employers can't ask employees earning under £123 a week to not to find additional work elsewhere if they need to.

### Long Covid is still affecting an estimated 1.2million people

Employers are being urged to have more conversations with employees who may be affected by Long Covid. It's estimated that 1.2million people are still experiencing symptoms for more than 4 weeks, and this is having a detrimental impact on the way they work.

There are **750,000 people** in the UK working part-time in senior positions, yet **49%** of workers say they wouldn't trust a part-time colleague with a business-critical task!

## When did you last review your mobile phone use policy?

The way we use our mobile phones today has changed significantly. No longer are they tools to make phone calls or send text messages. Instead, our whole lives are on them. We use them for shopping, staying organised, storing memories... the list goes on and on.

So, it stands to reason that your mobile phone use policy should look a little different to what it was 10 years ago. Even over the past two or three years, things have changed again - thanks to the pandemic.

If you haven't reviewed your policy in a while, take this as a cosmic sign that now is the time to do so. And if you don't even have a policy, get one in place... now!

If you notice that an employee is spending too much time scrolling Facebook and not enough time doing their job, you'll want to take action. It has the potential to massively impact productivity in your business, and you're paying your employee to waste time. Aside from that, it sets a bad example to the rest of the team who may copy the behaviour, or develop a sense of resentment towards the colleague who isn't pulling their weight.

But if your policy is out of date - or non-existent - you're leaving your business on the backfoot and it will be much more difficult for you to stop the behaviour.

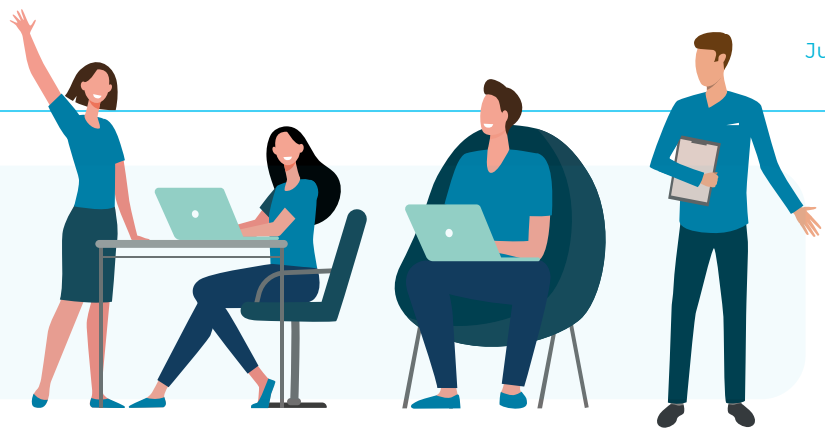
This month I've written a new guide that talks about all of the considerations you need to make to create a fair, modern mobile phone use policy for your business. And I'm giving it away for free.



Would you like me to email you a copy?

**Just visit [bluskyhr.co.uk](https://bluskyhr.co.uk) today!**

## Q&A



### What should I do if I know an employee is struggling financially?

Approach the employee privately and offer your support. This may be in the form of one-to-one guidance and reminding your employee of any assistance or resources work can provide. You may also consider company-wide workshops or discussions on financial wellbeing.

### Is Alan Sugar right? Should I force everyone to come back to the office?

While employees have to comply with reasonable management requests, it's worth taking a detailed look at how working from home has benefited your business. Are you seeing more productivity? Are staff more engaged? Are they more loyal thanks to the flexibility? Do what's best for your business.

### Is it my responsibility to ensure employees use their holiday entitlement?

You should make sure employees know what their entitlement is, how much they've taken, and what's left. But it's wise to keep an eye on people who don't use their entitlement and give them a nudge if you feel it necessary.

If the pandemic taught businesses anything, it is just how important proactive and responsive outsourced HR support is. That's what we do best here at BluSkyHR, offering you, the client:

- **A cost-effective solution-based service – saving you money compared to employing a qualified HR Manager.**
- **Sounding board/peace of mind with our retainer packages – including unlimited calls and emails.**
- **Independent, impartial Grievance Investigating Officer – external to your organisation.**
- **Commercial view to your HR problems and not always risk adverse approach - providing you with options to make informed decisions.**

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Book your 15-minute exploratory call @ [bluskyhr.co.uk/contact](https://bluskyhr.co.uk/contact)