



# HR Newsletter

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Are non-parents picking up the slack in your business?

Parting ways with low performing employees



## Do non-parents feel like they're picking up the slack in your business?

**Today we're going to talk about a topic that's been buzzing around offices for years... finding a balance between employees with children and those without.**

Recently, a study revealed that employees without children often feel left holding down the fort while their parent colleagues dash out for school pickups, doctor's appointments, or to take their little monsters trick or treating.

And this creates a culture that can make your non-parent employees feel undervalued or resentful.

We all know the importance of making reasonable adjustments for employees who have children.

It's only fair to understand their needs and flexibly accommodate them. But have you ever thought about how this impacts your childless employees? They might be feeling a bit neglected or even overwhelmed.

And guess what? It turns out this imbalance can lead directly to a drop in motivation and job satisfaction.

Not the intent, right? But that's the problem with intent...



**So, what's the fix? How can you create a work environment that supports everyone, kids or no kids? Here are a few tips to spread that love and understanding:**

- 1 Get ready to flex your flex!** Offering flexible work hours, remote work options, or compressed work weeks could be a game-changer for everyone, not just parents.
- 2 Unlock the power of communication!** Rally your team to have open and honest conversations about their needs and hurdles. Parents can give their colleagues a heads up on how to lend a hand during family commitments, while non-parents can share their own needs and challenges. Let's all work together to make the teamwork dream work!
- 3 Let's tag-team this!** Encourage teamwork and collaboration, cultivating a culture that prizes collective efforts. No room for picking favorites here! Make sure each person has an equal shot to flourish, grow, and contribute their unique talents to the team.

**Get ready to feast on this:** A work environment that values everyone's individual situations, whether they're a parent or not, will not only boost morale and drive but also cook up a collaborative and fruitful workspace.

## LATEST NEWS



### Is bullying and harassment contributing to imposter syndrome?

A recent survey found that 47% of employees have witnessed bullying and harassment in the workplace, and 10% have been on the receiving end. The study also found that this treatment leads to both physical and psychological damage, like headaches, anxiety, and depression. But another outcome can be imposter syndrome, where a person doesn't believe they're competent in their role.

70% of people have felt this at some stage, and bullying is leading to victims doubting their abilities. This begs the question; what are you doing to make sure you have a harassment-free workplace?

### Managers benefit from more flexibility at work

We like to think we treat everyone equally, but research shows that managers are likely to receive more flexibility at work than non-managers. Only 13% of non-managers benefit from flexible working, as compared to 25% at directorate level.

And it comes as no surprise that flexibility is listed as the number one benefit valued by all employees.

Is your business guilty of this?

***59% of employers face going under or being unable to hire women if they don't change outdated practices, according to research. The main reason? Attitudes towards flexibility.***

## Parting ways with underperforming employees

Managing a team can sometimes feel like herding cats, can't it? And occasionally, you come across an employee who is just not purring on the same wavelength. While it's important to foster a positive work environment, dealing with low performers or team players who aren't actually playing, can be a challenge.

It's equally important to take action when someone isn't pulling their weight, not just for the good of the business, but more importantly, to show other employees you're aware of the situation and want to make things right for everyone's sake. So how do you do that?

Assess the situation: Before marching in with pitchforks and torches, take a moment to evaluate the situation. Is it a performance issue or a behavioral concern? Identifying the root cause will help you decide the appropriate course of action.

Hava chat: Now that you've figured out the issue, it's time to initiate open communication. Arrange a friendly chat with the employee, providing constructive feedback regarding your concerns. Give them the opportunity to reflect on their performance and discuss any reasons behind their behavior.

The path of improvement: If you've had the right conversation, you will know if it's time to work on a performance improvement plan or severance documents. If the performance can improve, create a plan together, setting clear expectations, highlighting areas of improvement, and establishing measurable goals. Don't expect miracles overnight and hold regular check-ins.

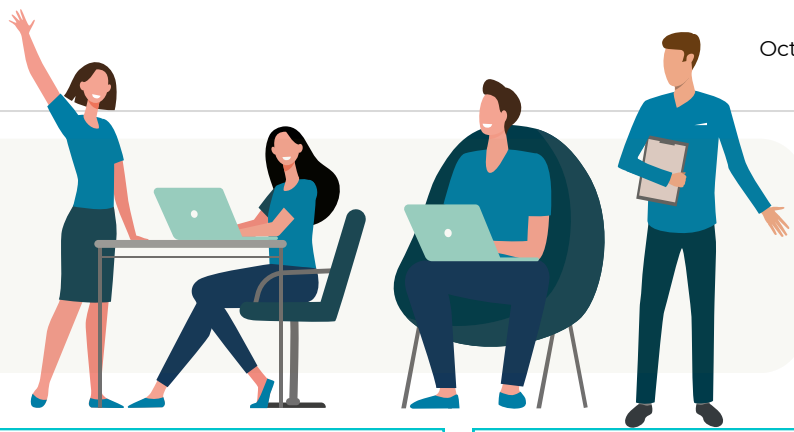
Document: Not seeing any progress despite your best efforts? If the employee continues to underperform or display problematic behavior, it's crucial to document it all. Keep detailed records of specific incidents, discussions held, and any steps taken towards improvement.

The powers of procedure: Some laws require you to follow certain procedures to terminate an employee while avoiding the wrath of legal consequences. Consult your HR department or seek legal advice to ensure you're on the right track. We can help with this.

Saying goodbye: If an employee knows that they aren't performing well and they know it won't improve, don't drag things out. Follow all necessary steps including providing written notice, adhering to contractual obligations, and offering an opportunity for appeal. But don't embarrass the employee or string them along.

Dealing with underperforming employees can be like navigating a maze. But by mastering the art of open communication, being empathetic, keeping records, and following proper procedures, you can manage these difficult situations with confidence. If we can help you with any of that, get in touch.

## Q&A



### I'm sick of the bickering. Can I tell my employees to just stop talking about politics and pay?

You sure can't. It's a huge no-no to tell employees not to discuss their wages. Legally. Yes, you may have grown up with pay being a taboo subject but times have changed. While there are no legal reasons to restrict talking about politics, the best thing to do is to help your employees learn to have productive conversations. I can help you get there.

### Can I ask a candidate to work for the day so that see if they can actually do the job?

You can ask but you'd be dead wrong to and you have to pay them. The laws are pretty clear here, it stops being an interview when they start doing things for you that you pay your employees to do.

What you CAN do is structure your interview process in a way that get you the right info.

### Can I specify I need a "strong male" in my job posting if the job requires physical labor?

Nope. Unless there is a genuine occupational requirement, a bona fide occupational qualification, you can't specify preference of any protected characteristic. It can be hard to have a true and valid BFOQ so my general recommendation is: Don't do this! Also, while I may have the arm strength of a sickly kitten, I am in no way representative of all women.



## Can we talk for a minute?

### Here are three questions for you:

- Do you currently have an 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 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.

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Set up a **15-minute** call at <https://links.searscoaching.com/15min>



**YOUR HR EXPERTS**

