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5 things an expert HR consultant would tell you to do this year

Taken from The Business Owner's 2024 HR checklist

January is a great time to reset, plan for the year ahead and take action. And in what is set to be another challenging year for business owners, it's essential for you to get the very best out of your team.

That's why we've created a 5-point checklist that includes the top-level aspects of HR that we, as expert HR consultants, would tell you to look at this year.



1. Make sure you're legally compliant

The quickest way to receive a costly employee claim is by not having the right paperwork in place. Luckily, it's one of the easiest things to fix which is why it's at number 1.

2. Save costs using HR software

Managing employees takes time and this costs money. That's why you should be using HR software to reduce admin time and costs.

3. Use audits and surveys to know what needs fixing

You need insights to help you make the best decisions for your business and that's what internal audits and surveys can provide.

4. Keep employees happy

Employee happiness has a direct link to the productivity and profitability of your business. Happy team, happy business. Sad team, sad business.

5. Work with an expert HR consultant to create your people plan

A people plan is exactly that – a plan on how you're going to manage and leverage your biggest asset to achieve your goals. 2024 is predicted to be a challenging year for business owners, which is why it's important to work with an expert to create a people plan.

Need help getting the best out of your team this year? Let's have a chat.

LATEST NEWS



Untrained 'Accidental Managers' Drive 1 in 3 Workers to Quit

People don't leave businesses, they leave people. And a recent survey by the Chartered Management Institute reveals that 'accidental managers' are causing a third of the workforce to resign due to inadequate training.

The report emphasises the need for businesses to provide promoted employees with management training to ensure they have the skills they need to manage teams correctly.

Working mothers are struggling.

Struggling to get paid enough to make childcare worth it, struggling to keep their careers moving forward, and struggling to do it all. Remote and hybrid schedules allowed many more women to enter or come back to the workforce. Strict return-to-office policies and a lack of inclusion may drive them all away.

73% of working mothers desire flexibility in new jobs, and 52% have turned down offers lacking it. Unfortunately, 84% of job hunters struggle to find flexible positions, with childcare costs and availability being barriers.

You have a choice to make. Is your company going to support working mothers? We can help you put together policies and processes that work for you and your staff.

80% of employees feel anxious attending online work meetings

An alarming number of employees have said that they feel anxious about attending online work meetings, a new study has revealed. And, 59% of employees believe that the number of hours they spend in meetings each week could be reduced.

Meetings like this are the fastest way to demotivate your team, which is why it's important to look at how you communicate with your team. Don't let your team get Zoom fatigue, be proactive with your scheduling.

Menopause symptoms are still not covered under the ADA. However, here's what you need to know...

Although a natural part of life, the menopause can be horrible for women and can seriously affect their health and was something that they had to suffer with in silence.

While awareness of menopause has very much improved recently, it is still not considered a disability under the Americans with Disabilities Act so, employers are under no legal obligation to accommodate anyone with menopausal symptoms. However, as a business owner, this is important to note. It may be covered under the FMLA.

What should employers do to support employees with menopausal symptoms?

Communication

Communication is key in this situation, mostly because there is still such stigma surrounding this issue. Make sure that you provide an environment that allows your employees to openly talk about any discomfort that they might be in.

Reasonable adjustments

It is advised that you make reasonable adjustments to help employees manage their symptoms at work. This could be flexible work hours using intermittent FMLA, or it could be something that doesn't require leave, like providing a comfortable working temperature.

Training for line managers

Managers need to know how to handle employees who are suffering from menopause symptoms so that they can offer FML or even just compassion.

Create a policy

To ensure everyone in your company is on the same page, it's wise to create a menopause at work policy. Get rid of the stigma and pave the way for empathy.



This is something we can help you with.

Q&A



Can I refuse to let someone go home sick because we're short staffed?

Legally, yes, most of the time. But just because something is legal, that doesn't make it right. Making employees work when they are sick isn't just cruel, it is a poor business decision. Sick people make other people sick. That might be why you're short staffed to begin with.

Do I have to pay my employees to work overtime?

That depends. If your employee is non-exempt according to FLSA standards then yes, you do. And depending on what state you are in, that could mean after 40 hours of work in a week, 8, hours in a day, or something else entirely. If you aren't sure what the requirements are for your state, give us a call.

Will the minimum wage increase in 2024?

Yes, depending on where you live. Want to find out if your minimum wage is changing? Check out the resources in our [2024 Business Owner's HR Checklist](#).

Let's talk on the phone

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 video 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.



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



YOUR HR EXPERTS

