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Find out the best way to
make GREAT business
decisions

Introducing our new
online HR Document
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Want to make GREAT business decisions? Here are 3 ways HR analytics can help

**Your workforce is the greatest asset
your business has. And it's your
workforce that helps you achieve your
business goals, or not.**

But there's a disconnect between how you
manage your team and how you run the business.

Why? Because you don't have any insights. You're
making really important decisions about your
workforce based on gut feeling and none of it is
evidenced by data.

This is how HR analytics can bridge that gap and
help you make GREAT business decisions
supported by evidence.



Here are just three ways HR analytics can help:

**1 You can understand how employee
engagement impacts staff retention,
turnover and absence.**

Recruitment, training and absence are
HUGE costs to the business. But all of
these things can be managed and avoided
by understanding the reason why people
leave and don't turn up. When you bridge
this gap, you could also forecast who is
likely to leave in the future. Very clever.

**2 You can understand if learning and
development schemes actually work.**

Okay, so you know you need to 'invest' in
your team. But does that investment
actually help improve bottom line or are
you just throwing £££ down the drain.
Again, HR analytics will evidence what
training is required and will be able to
track if and how it has benefitted the
business. Helping you make SMARTER
decisions in the future.

**3 Your HR team (the people who manage
your biggest asset) can become strategic
partners.**

Probably the most important one here. HR
analytics will enable your HR department
to become the most powerful strategic
partner you could wish for. Your HR team
can unlock the potential in your workforce
and help you achieve business goals more
affordably and faster.

Interested to know more? It's easy. Let's chat.

LATEST NEWS

Are you guilty of sending 'no-context' messages?

The 'Sunday scaries' are a reality for loads of employees in the UK, and one of the biggest causes is a no-context message from the boss.

That's along the lines of "we need to talk Monday", sent on a Friday afternoon. What may seem like an innocuous message to you can be a huge cause of anxiety for your employees - 38% of those who suffer the Sunday scaries attribute it to this.

Next time you're tempted to send a message like that, save it till Monday morning!

Your workplace could be more stressful than you think

What are some of the most stressful things in life? Moving house. The death of someone close. A relationship breakdown.

Well, according to research, employees would rank the workplace as more stressful than a relationship breakdown. And that could mean you've got some changes to make if you want a happy, engaged workforce.

Train your managers how to look for the warning signs of stress, take swift action, and encourage an environment where your employees are comfortable talking to you about any problems. Need a hand? Get in touch.

49% of UK workers say they'd take advantage of flexible working requests from day one of employment, according to research. This new legislation is due next year, so act now and make employees aware of their rights.

HR Document Shop: HR Policies and other useful HR Documentation

Hill HR are pleased to announce that we have created an online HR Document Shop.

In the Document Shop, we will be selling downloadable HR Policies, Contracts of employment and other useful documentation.

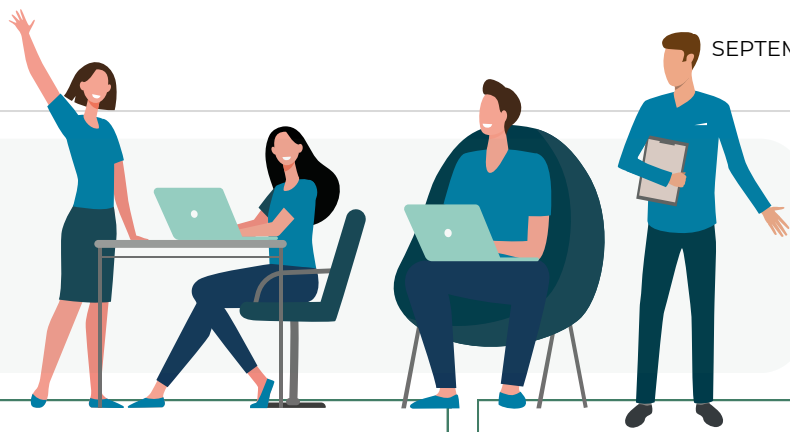
We will of course continue to bespoke and tailor HR documentation for our clients, and that is our preference. However, there are occasions when you just need a policy or other HR document that doesn't necessarily need to be personalised. In this situation, you can buy the document from our shop in any easy purchase.

All of our HR Policies have been drafted by a practising employment law barrister, so that will give you the confidence that they are legally compliant and robust policies for your business.

If you would like to browse our Document Shop, it can be found on our website at <https://www.hillhr.co.uk/hr-document-shop/>



Q&A



My employee is terminally ill, what are my obligations?

Terminal illness is covered under the Equality Act 2010, which requires employers to make reasonable adjustments for sick or disabled employees. You can't make your employee redundant or force them out. For more advice get in touch.

How should I handle Christmas holiday requests?

The requests will soon be rolling in, so it's important to have a plan when lots of people want the same time off. Either allocate leave on a first-come, first-served basis, or perhaps decide the business will close over a period. Always be as fair as you can be!

Do all my employees have to automatically enrol in a pension scheme?

If they're eligible – meaning they're over 22 years old and earning at least £10,000 a year. Staff may opt-out if they want to, but it's your duty to automatically enrol them.

Let's talk on the phone

If you are looking for HR support, or currently use an HR provider but not entirely happy with them, then get in touch and we can have a chat.



YOUR HR EXPERT



Set up a 15 minute exploratory call at <https://calendly.com/claire-hill-hr/15min>

