



Do you employ staff?

Do you have difficulty understanding
your legal and contractual
responsibilities as an employer?

Do employment problems keep you
awake at night?

Hassle Free HR - Taking the hassle out of your HR and H&S Management

- Visit our website

How to Manage Employee Issues Before the Eleventh Hour

What Is The Eleventh Hour?

We often find that some of our clients will approach us when a problem has already escalated more than it should have done. Their first question is usually “How can I manage this person out of the business?” When we respond with the question “How have you already managed this?” we regularly hear “Well, we haven’t” and therein lies the problem. From our experience there are three main reasons why an employer would not manage employee issues: they don’t know how to, they know how to but don’t deal well with conflict, or they don’t have the time. All of these reasons are understandable, but if employee issues aren’t managed promptly and proactively then this may then result in an emergency-like situation where management want it to be dealt with as urgently as possible. This approach can be risky for the employer, from a legal perspective. Whether it is an absence management issue, a performance management issue, or the management of bad behaviour, life would be a lot easier for everyone involved if waiting until ‘the eleventh hour’ could be avoided.

If employees are managed promptly, proactively and consistently then the ‘eleventh hour’ approach can easily be avoided. Proactively managing the issue early on will stop your frustration and desperation managing it for you!

How Can We Help?

We welcome our clients to come to us with any issues or problems they are currently dealing with – no matter how small they consider them to be. If you are not one of our clients but you have queries relating to the subjects raised within this newsletter then please do not hesitate to contact us at hradvice@hasslefreehr.co.uk

For clarification of any of the above updates or for advice and guidance on any HR and/or Health and Safety Concerns contact us by emailing hradvice@hasslefreehr.co.uk or by calling 02476 664092.

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