



BI-MONTHLY ORBIT



Assessing Job Applicants

The assessment tools we have today are unrecognizable to the basic aptitude tests we used in the early 2000's to identify and hire the right candidate for your job vacancy.

What and how you use assessment should create an engaging experience for the candidate and increase their buy in to joining your team.

Technology can solve the minimal resource available to you to dedicate to the recruitment process. Having a robust recruitment process helps employer focus resources on the important matters and automated tasks like reviewing, evaluating, and comparing candidates can be streamlined.

If you put the time in to ensure your assessment contains relevant activities for the job being applied for it gives the candidates a better picture of the role, but also can ignite their excitement to demonstrate what they can do for you. Of course, the fact you are showing them a real time activity gives them more insight into your business.

In today's candidate driven job market the talent out there is shrinking all the time and the competition to attract that talent is fierce and growing. Getting your recruitment process in place from start to finish and using the right technology and assessment could be what makes the candidate join you rather than the

competition who are circling your preferred candidate as we speak.

Creating the good candidate experience during your recruitment process creates advocates for your business whether they are successful or not in joining you.

Next time your hiring don't be surprised if your talent pool expands because the great experience you created will stay with them long after their disappointment. Who knows you may get to the point you have a waiting list of people waiting to join you.

Guest Writer



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Financial Health



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Pertinent Lightbulb!



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Protecting Your Staff

By Myra Kelly from Silk Safety Ltd

Many new business owners don't know where to start with health and safety management. Using search engines such as Google can often make it more of a minefield. This brief overview here is intended to start new business owners off on the right foot from the outset.

The first thing you need to be aware of as an employer is that you must comply with the Health and Safety at Work Act 1974. This is the most basic piece of legislation that is still relevant today as it clearly sets out what you must do to protect your staff and anyone else affected by your business. It sets out a framework that you should aim to have in place from the outset. This is linked to the need for Policies, Procedures, training, monitoring and review and how it should be set out in a 'system,' for ease of management.

The second piece of legislation that is most relevant comes in where you have 5 or more employees. The Management of Health and Safety at Work Regulations 1999 also apply and place legal duties on employers to make special provision for items such as documented risk assessments.

To start you off with there is always the HSE website, but a 1hr free consultation with an expert has been proven to be more effective and will give you a more appropriate strategy that is specific for your business.

Contact Silk Safety Ltd – Hello@silksafety.com if you would like a chat.



Financial Health

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In a recent Claro Wellbeing's Workplace Today report indicates more than 67% of employees believe that financial stress is affecting their work. It is estimated that the average employee spends 3.5 days a year managing finances during work hours.

Unfortunately, schools lack in provision of financial education so this means many adults are ill equipped or have the skill or confidence to manage finances effectively. Symptoms of this can often be seen in constant job hopping, absence and poor productivity in the workplace.

So what can you do as an employer to increase your teams financial resilience?

The Chartered Institute of Personnel and Development's (CIPD) Good Work Index shows that eight in ten employees said a financial



wellbeing programme would increase their job satisfaction and three in four would use a financial wellbeing programme if their employer had one.

Some employers have and are able to increase salaries whilst other offer a one-off cost of living payment. Whilst both can help short term a financial wellbeing programme can help long term. A good starting point would be to review and evaluate current employee rewards and

benefits to ensure they are delivering what the employer and employee want and need.

There are questions you need to ask before you can consider any solutions and perhaps one to start is which employees are likely to be most impacted by rising costs. Then we can look at ways to help them. There are plenty of affordable options out there to help keep the team together, functioning and reduce financial stress.



Pertinent Lightbulb!

Changes to the law will put onus on employers to distribute tips, gratuities and service charges are paid to the employees in full and without deductions. These must be paid by the end of the month following the month of receipt. Agency workers will have same rights and agreements can be made to divide equally to ensure back of house (kitchen and cleaning staff) are included.

Tribunal cases waiting for a hearing has now reached 50,000 and is steadily increasing month by month. The Law Society of England & Wales warned that employees and employers are in limbo and will cause considerable difficulties for business to defend claims as witness recollections are likely to be impaired and witnesses may have left the business.



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