

This Week in Employment Law

Poor Management Encourages Staff Departures

A recent study by Totaljobs has suggested poor managerial practices play a significant role in an organisation's ability to retain staff and maintain a productive working environment. Join us as we examine the study in more detail and look at ways to prevent this having a negative impact in your organisation:

- 49% of employees surveyed had left a job due to a poor relationship with their manager, with "favouritism" and "talking behind employees' backs" commonly given as examples of bad managerial behaviour.
- Only 18% felt able to trust their boss and poor working relationships caused 29% to seek mental health support.
- A lack of managerial training could be contributing to these issues, with 39% of managers surveyed admitting to never having received appropriate training.
- New managers may require support dealing with their increased responsibilities, therefore developing soft-skills such as communication and people management will be important.
- HR personnel should be quick to respond to signs of poor managerial practices, which may range from regular grievances to high turnover rates or absenteeism amongst staff.
- Those that take a more hands on approach can help maintain managerial performance, improve working relationships and develop a more productive working environment.

Home Office confirm 3 year EU visa in no-deal scenario

A new European Temporary Leave to Remain scheme will be introduced in the event of a no-deal Brexit. This will replace 'freedom of movement' and allow EU nationals moving to the UK after Brexit, and up to the end of 2020, to obtain a temporary status lasting three years.

Did you know?

This new scheme should help settle the concerns of many employers who feared a no-deal Brexit would have an immediate impact on their ability to hire EU nationals from overseas. As there will be no immediate cut-off, firms will have some time to plan for the changing dynamics without losing access to potential talent.

TUC call for measures to end 'class discrimination'

The Trade Union Congress (TUC) has called for legal measures to tackle 'class based discrimination' at work. They claim that this form of prejudice is wasting some of the country's best talent and would like to see pay gap reports between staff from different social backgrounds.

Did you know?

Social class is not a protected characteristic and there has been no suggestion it will be included within equality law anytime soon. However, employers should still be careful not to let prejudice or unconscious bias impact decisions at work, as this could result in other tribunal claims.

Hand dryer firm to discipline staff for single use plastic

A Sheffield based employer, Intelligent Hand Dryers, has made it a disciplinary offence for staff to bring single use plastic into the office. This represents part of the company's efforts to promote conservation at work and repeated violations could result in a dismissal.

Did you know?

More employers are looking at ways to promote a green corporate image which means we may see an increase in these type of policies in the future. However, we are yet to see how any decision to dismiss staff for continued breaches of these policies will be viewed by an employment tribunal.

Although managers and employees won't always see eye to eye at work it is important to maintain a culture of professionalism and mutual respect. Therefore, if the above study has caused you to question working relationships within your own organisation give Croner a call using our expert 24 Hour Advisory Service.

Please contact the 24 Hour Advice Service for advice on your specific situation before acting on the information in this publication.