

HRx News



Get on track for the Olympics 2012

In July 2012 London will be the host city of the 2012 Summer Olympic Games, officially known as the 'Games of the XXX Olympiad'.

With so many events and games taking place over the London 2012 Olympic and Paralympic Games there is bound to be something on at some point that will interest people and more importantly your staff.

With this in mind you need to start thinking about the possible impact that this might have on your workplace.

For a lot of us the London 2012 Olympic Games will be the only games that take place in the UK in our lifetime. The opportunity to see them will no doubt lead to your staff requesting time off; as they have tickets to events

or they wish to watch specific events from home. In some cases staff may request time off as they have been selected to be stewards at the Games.

Holiday Requests

It is probable that you will receive more holiday requests or even flexible working requests at the time of the games. Depending on the size of your business you will need to think about whether your business can cope with a reduced workforce and if it can, how you will deal with holiday requests in a fair and even handed manner.

Remember though that business comes first and you have the right to refuse these requests, provided that your refusal is reasonable.



Olympics
special

HRx News



Help your staff feel included and motivated with a TV perk.



Don't fall at the first hurdle, HRx can help review your policies.

Can we have the TV on?

If your staff have not been lucky enough to get tickets to the games, then they may request to watch key events at work. If you are going to allow them to watch certain events then make sure that you make it clear which specific events may be watched (and when) and that staff that are allowed time off to watch the games do not receive any more favourable treatment over staff that are not interested in watching the games.

You also need to make sure that your IT policies are up-to-date so that your staff do not abuse your facilities by watching additional coverage of the Games on the web.

Olympic-itus

Another consideration will be in bringing your sickness absence policies up to speed. If staff do not have sufficient holiday or have decided that they do not wish to use their holiday to take time off to watch a particular event, they may decide to call in sick instead. If you do not believe that their sickness is genuine ensure that your policies allow you to ask for evidence of their illness.

The finishing line

With all of this in mind, make sure that your holiday, IT and your sickness and absence policies are up-to-date and that you have a clear, fair and robust system in place for dealing with all of your staff fairly. HRx can help you to review your policies in this regard and to ensure that you do not fall at the first hurdle in respect of any claims of unfair treatment from your staff.

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