



EMPLOYMENT ISSUES UPDATE.

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Issue No 52

THE TIME OF YOUR LIFE or NOT?

With the Christmas and New Year festivities over and most New Years resolutions broken, it is no wonder a survey of 1,500 UK employees by an internet recruitment service found that 42% of people plan to look for a new job in January. It is therefore a great time of the year to look at engagement and motivation amongst your staff.

Findings from the 2007 *Yougov People Index* employee engagement study revealed three distinct stages of the work-life cycle: Young and Promiscuous, Steady and Driven and Content and Loyal. The survey of 40,000 employees showed that only 52% of employees are "engaged" (committed) in their organisation, less than three fifths (57%) would speak highly about their company as an employer and only two thirds (67%) are motivated to perform well in their job.

These statistics vary however between the three stages of the engagement life cycle. The young and promiscuous (aged 18-24) demonstrated the lowest levels of engagement (48%), motivation (65%), job satisfaction (59%) and commitment (60%). This age group can often feel daunted by the prospect of commitment to an organisation.

UK organisations need to ask themselves: is high turnover among this age group inevitable or can something be done? Well, the survey found that the young and promiscuous have the highest satisfaction rating in terms of training opportunities (52%) and are the most satisfied group in terms of career development (45%). However it could be argued that companies are training these employees to effectively leave their organisation in search of a position where they can exercise their new found skills. It therefore becomes important for organisations to marry training with the perception of internal opportunities. To maximise long term loyalty and engagement, employees should be given the opportunity to apply their new skills and take on more responsibility. Internal promotion opportunities need to be communicated effectively and recognised, rewarded accordingly.

The steady and driven period, which covers the 30 years between the ages of 25-54 is also one of interest. The study suggests people tend to have found their main career interest and are striving to get ahead. Engagement tends to be steady during this period, scoring around 51%. Similar patterns are seen in satisfaction, motivation, commitment and loyalty.

As employers hit the content and loyal period (55+), they are at their happiest in terms of working life. People have progressed to a level they are content with, or are resigned

to the fact they may not go further and so are less focused on getting ahead. The highest level of engagement can be seen during this stage, at 59% and this group tends to be the most satisfied in terms of reward and recognition. Not surprisingly, they are the most loyal, with 58% of this age group saying they want to be with their organisation in three years time.

So what drives engagement?

1. **Recognition:** do managers and the company as a whole make people feel valued by telling them they have done a great job and celebrate their success?
2. **Reward:** are people fairly rewarded for their efforts and do they see the effort-reward balance as a two way street?
3. **Change Management:** how well do companies communicate about change (and the rationale for it) and how well do they engage employees throughout the company in the change process?
4. **Performance Management:** how well do organisations deal with poor performance and how good are they at rewarding great performance?
5. **Leadership:** how well do senior executives in the organisation outline the vision and strategy for the company, communicate and engage their people with it and lead by example in terms of the behaviour and values needed to deliver the vision?

Your Consultant will be able to support you with assessing and improving staff engagement through different training mediums and analysis techniques, improving the efficiency and overall performance of your business. Please contact our HR team if you require further information on the training support we can offer you on 01206 752100 or consulting@parkcity.co.uk

Fiona Douglas, HR Consultants' Administrator

THE MYTH:

Safety Experts' New Year resolution is to make the life of business people as miserable as possible.

THE REALITY: Not according to businesses.

Those who have had contact with the HSE were asked about the HSE's helpfulness:

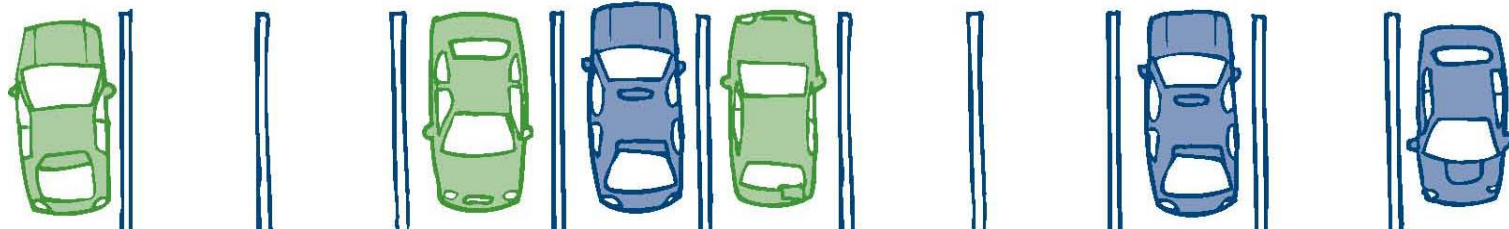
- 90% of employers and Chief Executives/Senior Directors rate the HSE as helpful.
- 90% of Chief Executives/Senior Directors consider that Health & Safety requirements benefit their company as a whole.

Source: *Health and Safety Executive*

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Ever wished you could park your worries?



CONTROL OF NOISE AT WORK REGULATIONS 2005 (NOISE REGULATIONS): April 2008

In April 2008 the existing Control of Noise at Work Regulations 1989, protecting workers in the music and entertainment sectors from exposure to excessive noise will be replaced by the Control of Noise at Work Regulations 2005 (Noise Regulations).

Music and entertainment sectors are defined in the Noise Regulations as all workplaces where a) live music is played or b) recorded music is played in a restaurant, bar, public house, hotel or nightclub, or alongside live music or a live dramatic or dance performance in venues such as theatres, concert halls and schools.

The new regulations see a decrease in the noise exposure levels to 80dB(A) for advisory protection and 85dB(A) for compulsory protection from the previous levels of 85dB(A) and 90dB(A). They also see the introduction of a maximum noise exposure at the ear of 87dB making it vital that any hearing protection provided is capable of reducing noise exposure to this level or below.

So as an employer in the music and entertainment sector what does all this actually mean for you

Firstly the regulations only apply to employees so your customers will not be effected by the changes. You should already have measures in place from the old regulations to cover your employees, so the main effect is likely to be a need to review your noise assessments and prioritise your noise-control measures.

For employees whose use of hearing protection under the 1989 Regulations was advisory, they will now have to wear hearing protection. This must be supplied to them without charge, by you, the employer and you must also ensure that all staff are wearing it when required.

For further information or assistance with noise measurement and assessment please contact our Health & Safety Team 01206 752100 or consulting@parkcity.co.uk

Ashley Williams, Health & Safety Consultant

CRACKDOWN ON ILLEGAL WORKERS

Rogue bosses who knowingly employ illegal immigrants will face unlimited fines and up to two years in prison, while those who negligently do so will incur a fine of up to £10,000 per worker.

The tough new regime, to be introduced in February, aims to stamp out the exploitation of foreign nationals without proper work permits. The new fine is double the current maximum penalty and is accompanied by plans for compulsory cards for foreign nationals in the UK and a new single border force.

Chris Gillespie, HR Director of Traffic Enforcement Firm NCP Services, welcomed the plans stating, "We employ staff from more than 100 countries and often see people who do not have the right to work here trying to gain jobs with convincing forged documents. The government cannot tackle this alone and its every employer's duty to ensure they conduct proper checks." Following on from this Home Secretary, Jacqui Smith, is quoted as saying "By stamping out illegal working we are making the UK less attractive for illegal migration. The new penalties are a better way of dealing with employers who use exploitative recruitment methods."

Your Consultant will be able to ensure that you are compliant with employment legislation when it comes to employing immigrants, therefore significantly reducing your risk of being found guilty of employing illegal immigrants. Please contact our HR team if you require further information or advice on this issue.

Fiona Douglas, HR Consultants' Assistant

PARK CITY TRAINING SUITE - PRIVATE HIRE

Our fully equipped, state of the art training suite is available for private hire including DVD, hearing loop, interactive white board & screen, projector, flip chart, white walls and car parking. This is an ideal venue for training events, meetings and conferences.

Please contact Kelly Halls on 01206 752100 or kelly.halls@parkcity.co.uk to check availability and costs and to secure your reservation.

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Advice?

For further information on implementing these changes in Employment Law and Health and Safety legislation make a little space for Park City now. Call us today on 01206 752100.

Free Business Health-Check?

Would you like a Human Resources or Health and Safety check free of charge for your business? Call now on 01206 752100.



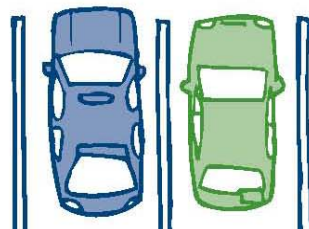
We park your worries. You drive your business.



Park City are experts in all areas of Human Resource Management. For the brochure of your choice, call us now.

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IMPORTANT: This document is only intended as a general statement of the new law and does not constitute legal advice. No action should be taken in reliance upon it without our specific legal advice.
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