



Have you considered the costs to your business of employee absence over an entire year?

Employee absence is a significant cost to 90 per cent of businesses according to research from the CIPD¹. Their latest employee absence survey reveals that on average sickness absence costs employers £601 per employee every year. In terms of working time, employee absence costs employers nine working days for every member of staff per year.

A key element of managing absence effectively is accurate measurement and monitoring. An organisation must assess if it has a problem with absence, its extent and the best way to tackle it. In the latest CIPD¹ absence survey, fewer than half of employers monitor the cost of absence, only half of organisations have set a target for reducing absence and just 48 per cent of organisations benchmark themselves against other employers.

“HR-People” will help you track all staff absence and identify the cost to the business.

Have you considered the potential costs of not complying with employment legislation?

One of the UK’s leading surveys of employment tribunal cases has shown that the number has increased by 50% since 1998, backing employers’ claims of a rising tide of employment litigation.

“HR People” includes a full range of on line company policies

Are you aware of your responsibilities within the Employment Practices Data Protection Code?

The Employment Practices Data Protection Code² provides guidance on four main areas - Recruitment and selection, employment records, monitoring at work and information about workers health.

The CIPD state that most of the suggested retention periods for such records are simply the limitation period for bringing legal action. In the event that employment contracts, accident record books and other personnel records are needed for the purpose of a legal action, the originals must be made available or the employer must explain what happened to the original documents backed up by what is known as a 'statement of truth'.

“HR People” includes a complete personnel record & history file

“Winning companies realise the true potential of their people” DTI/CBI Winning Report.

“HR-People” will help you to get the best from your employees

¹ Chartered Institute of Personnel and Development
² Published by the the Information Commissioner’s Office

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