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3HR Legal Weekly

HR

A happy workforce equals a productive one

As a business owner, one of the most important parts of the business is the staff. People can either break or make your business. Getting the most out of your staff at all times is therefore crucial. So what is the secret to keeping your staff happy and engaged?

Get to know your staff

Although it may be easy to treat all employees equally, it is important to realize that all employees are unique. Getting a better understanding of your employee's background and their inherent diversities will help you identify what they can contribute to your business and will also equip you to the best way of managing them.

Ensuring they understand the overall goals of your business

It is generally accepted that employees will perform better when they know what is expected of them. In addition to job descriptions and annual reviews, persistently communicating your business plans and how they contribute to them, will without doubt give them a purpose and a goal to work towards. The reality is people want to connect to what they are doing

Reward your employees

Rewarding employees can be a great motivator generally and it does not necessarily have to be in the form of money. Employee recognition is one of the most powerful ways in which an employee can be rewarded. Not only is it a nice thing to do, it sends across the right signals within your company; that it is able to recognise the hard work and commitment of individuals. Such rewards also serve to incentivise those who wish to perform well and inspire others. Staff rewards can include team meals, an increase in holiday entitlement, flexible working hours and other work-related benefits.

Identify their weaknesses and strengths

Fostering your staff's strength is equally important as identifying their weaknesses. Realising an individual's strength will enable you to transfer those strengths into productive and rewarding work. Similarly, recognizing the weakness is the first essential step to managing it properly. One way to identify your staff's strengths and their areas for improvement is through psychometric testing.

Provide support

Supporting your staff can take a variety of forms- physical, professional, emotional, academic, supervision and financial. Supporting your staff means providing them with everything they need to do their jobs successfully. Providing the right kind of support to your staff will help them to keep focussed and motivated and helps staff to do their jobs more quickly, effectively and comfortably.

For further information, please contact our Employment law and HR team.

Christiana Bakare
Solicitor
E: christiana.bakare@3hrlegal.com



Immigration

Sponsor Licences

Q. Should I consider obtaining a Sponsor Licence?

A. Many of our clients are already international organisations wishing to bring some of their overseas staff to the UK in order to assist with running their operation here, or to carry out particularly specialist roles.

Some of our clients however, despite being international, have not yet chosen to obtain a Sponsor Licence because they have only one migrant worker here in the UK with a Sole Representative visa (for which no Sponsor Licence is required). Other of our clients simply don't have overseas bases from which to bring migrant workers.

Those companies who do not currently hold a Sponsor Licence should consider though whether it would be prudent to obtain one now, in preparation for the future. Those companies with an international presence for example, may well wish to bring further migrant workers in the future. Even those companies without an international presence should give it consideration. A recent CIPD report, their Labour Market Outlook: Autumn 2015, indicates that 25% of private sector employers are planning to recruit migrant workers in their difficult to fill vacancies – around the same percentage as are considering raising the salary for such vacancies. This is a clear indication that despite recent government and media rhetoric, hiring migrant workers is still a genuine alternative to simply increasing salaries in order to fill vacancies with the required skills.

3HR regularly assist clients of all sizes with both their immigration and employment requirements.

Desiree Tan
Solicitor/Head of Immigration
3HR Legal Ltd
E: desiree.tan@3hrlegal.com



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VAT Registration No: 163-5744-93 Tel: 0207 194 8140 Web: www.3hrlegal.com

