

BMF AUTUMN REGIONAL MEETINGS

2019



Halborns'
Headlines

Apprenticeships
Tribunal trends
Member mishaps
Dealing with data
Planning ahead...

Inflexible and out of date

Apprenticeship agreements

We've reviewed countless members' agreements, and very few have been up to scratch.

Missing key information like training provider and framework will likely tie you up in old-fashioned, inflexible law. This could leave you stuck with an under-performing apprentice until they qualify...not ideal!

Let us take a look!

Tribunal trends

26%

Increase in claims year on year

40%

Increase in early conciliation calls



in low value , poor claims with low prospects of success.

Securing the right advice, at the right time is key to securing the best outcome for your business.

Get in touch to find out more about the support available to BMF members.

Recent advice trends...

Member mishaps



Banter

Inappropriate banter can put merchants at significant risk of potential claims, reputational damage and financial expense. The key is that you can still have fun at work, while making it clear to your people where the line is drawn.

Make sure you provide appropriate training for your people and keep a record. You also need to have an equal opportunities policy in place and take disciplinary action when that policy is breached. Should a claim arise, this will put you in the best possible position to defend it.

Early conversations

We often hear 'we want to exit this employee as they're just not performing'...but when we dig down into what's happened we find that there's no audit trail to show that they've had clear conversations with the employee about poor performance. They've spent the last six months 'sort of' telling the employee they're not doing a good job, and now frustration has crept in because they've not improved.

Had regular performance conversations been happening on a monthly and quarterly basis, with defined agendas, SMART objectives and clear accountabilities, they'd be in a much better position to fairly dismiss the employee for poor performance.

We see all too often...

**Dealing with
data**

Delivery notes left in lorry cabs, customer account applications stray on desks, personnel folders strewn across desktops or bulging out of an unruly filing cabinet in the corner of the office...sound familiar???

It's a breach waiting to happen. An annual audit, training and a great people system are essential to understanding the data you hold, keeping it safe and creating a culture that protects your business.

**Great news... we can help you with
all three!**

**Good
Work
Plan**

**April
2020**

**Two things
you need to
know...**

'The biggest
employment
law reform for
a generation'
.....
NOT QUITE!

Day one contracts

All workers, not just employees, have a right to an employment contract from day one.

Holiday pay

Reference period for calculating holiday pay will extend from 12 to 52 weeks.

CLICK

HERE!

**To find out more about
the expert support we
offer BMF members!**