

ELEVATE YOUR PEOPLE

HR Expertise for the Lift and Escalator Industry

ISSUE 6

JANUARY 2025



Are Your People Management Practices Helping Your Business Grow?

Higher national insurance costs and new day one employment rights are increasing risk and complexity in people management. So now is a very good time to review your people management practices and ensure these are fit for purpose and adding value to your business. Here are few elements to consider:

- Are our people practices compliant with legal requirements, have we updated them to deal with recent and upcoming legal changes?
- Are we collecting the data to understand trends in turnover, engagement and productivity?
- Are our people management practices sufficiently well developed and integrated to attract, retain and engage the people we need?
- Do we provide training to our supervisors and line managers to use our people management practices consistently?
- How do we ensure our people understand our business plans and how they can make a difference to their delivery?
- What are we doing to build adaptability and change readiness for the future?
- When did we last review what people capabilities we need to execute our business strategy?
- Do we have, in-house or externally, the level of HR capability we need to address all of the above?

These are just some of the questions in our unique HR Value Audit. We'd be happy to talk to you about how we can help you identify strengths and weaknesses in your people management practices using the HR Value Audit and put in place a plan to unlock real value from your people.

People Challenges? Time to train your managers and supervisors



In our experience too few businesses invest in building the people management skills of their first line managers. Too often there is just an assumption that leadership skills can somehow be picked up on the job. Senior Engineer one day and Supervisor the next! That's leaving a lot to chance!

Your first line managers are the connectors, the people developers, the conflict managers and often the hiring managers for your business. Building the skills to do this effectively needs support.

Working with clients, we have created a leadership development programme for first line managers built around these core skills:

- **Leading Self:** developing self-awareness and self organizations skills, and an understanding of leadership styles and outcomes
- **Leading Others:** focusing on motivation, engagement and team-building
- **Leading in the Organization:** covering managing conflict, influencing and resilience

Uniquely, this is a tailored programme and we focus on using these skills to apply your own people management policies and practices. With the option of one to one coaching to follow, this is a really practical approach to ensuring your line managers build competence and ownership for delivering your business's people management practices.

Are Your Ready For Labour's New Employment Laws?

The Government's Employment Rights Bill will bring far reaching change to the workplace. Implementation is likely to be phased throughout 2025 and 2026, but there are actions that businesses should take now to prepare for some of the expected changes.



1. Day One Unfair Dismissal Rights

Day One Unfair Dismissal rights will mean it is more important than ever to get hiring right. Make sure you are assessing behaviours as well as technical skills. Involve the right people in the process, use a structured interview with competence-based questions. Take up references. And never appoint only on gut feel!

2. Day One Statutory Sick Pay

With plans to remove waiting days for statutory sick pay it will be important to ensure robust absence management procedures are in place. The best way to reduce absence is through good hiring and engagement practices but it still needs to be managed. Make sure return to work interviews happen after every absence and track and act on persistent absence.

3. New Flexible Working Rights

Prepare for new flexible working rights by thinking about what flexibilities you can offer – for example start and finish times or part-time working (a great way to keep experienced engineers in the industry) but also be clear about what's not practical for your business. Put in place a clear flexible working request process.