

Employment E-Brief - 5

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WORLD CUP FEVER

The World Cup is nearly upon us and as a result so to is the possibility that issues may arise with employees. Potential problems may include, employees taking "sickies", request for flexible hours, too many employees wanting the same holiday days and drink related matters.

It would be sensible to stick to usual company policies as far as possible. Be consistent when dealing with requests. If you are going to allow more leave than normal then let employees know any rules, for example is time off on a rota basis or is it a first come first served basis. Should time be taken as holiday or flexible working time.

Is it appropriate to allow staff to listen to the radio or even watch television at work?

By letting employees know the rules in advance they can have less excuses and be easier to deal with if they act outside of those rules.

Unauthorised absences and/or inappropriate behaviour can be treated through the normal disciplinary channels for misconduct.

This update is for guidance purposes only and should not be regarded as a substitute for taking specific legal advice from your usual Metcalfes' contact.