



HR BRIEF SPECIAL SPRING 2011 EDITION

Small businesses are 'struggling to cope' with Health and Safety regulations

In a new report issued by the Better Regulation Executive, it has found that businesses are struggling to cope with existing and new Health and Safety regulations. A survey of 500 businesses was carried out, and the results showed that most owner-managers estimate that they spend between one and two days per fortnight on Health and Safety issues, but they are not confident that their business are fully legally compliant and deal with such stringent legislation as the Corporate Manslaughter Act.

The Health and Safety Executive (HSE) is warning that there is no room for complacency when it comes to Health and Safety. The cost of accidents on businesses is significant, as there were 152 worker fatalities and 26,061 major injuries to employees last year. The impact to the organisation both in terms of productivity, morale and reputation is significant.

Resolve HR Ltd now offers simple and practical solutions to enable organisations to deal with safety issues in the most efficient manner.

Managers although busy focussing on their core business activities, particularly in this time of recession, must also ensure their staff, customers, contractors, 3rd parties and their reputation are protected under Health & Safety legislation.

Our Services include:

- Health and Safety Audit and Report – Check legal compliance and make practical recommendations.
- Health and Safety Training - Any areas to improve health and safety capabilities for the business.
- Implementation of Health and Safety, for example Risk, COSHH, Fire and Manual Handling assessments.
- Interim Management to cover any gaps in the management of Health and Safety.
- Bespoke Services - to help businesses reduce their Health and Safety risk.

Recruiting the right staff?

Disillusioned with traditional recruitment services? Tired of receiving unsuitable candidates? We can help with HR & H&S recruitment requirements.

Resolve HR Ltd provides a pre-interview procedure to vet all candidates before being recommended for interview. One of our Recruitment Consultants will be assigned to your whole recruitment strategy so that you have one dedicated point of contact throughout the entire process.

We're not simply CV pushers. Your consultant will have had extensive training and experience to analyse your requirements and evaluate potential candidates personally and professionally. A lot of thought goes into our search and selection process, so that you get given the right candidates, first time.

We interview and screen every candidate that we put in front of you so you can rest assured that whoever you hire will have had their technical abilities assessed, qualifications verified and eligibility to work confirmed.

Key Recruitment Survey revealed:

- 51% of employers believe their staff numbers will remain stable over the next 12 months. Only 16% forecast an increase in headcount
- 49% of employers believe business conditions will improve. 27% think an upturn is unlikely and 24% are unsure.
- To avoid job cuts, 35% of employers have frozen salaries, 18% have introduced forced paid leave and 9% have reduced working hours.
- 51% of respondents believe the most effective retention strategy in the current market is strong leadership. 31% think it is transparent communication and 14% cite workplace flexibility as the most effective tool.

For further details of services to support your business please contact Shane on: 07984144812 or email:

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