

MANAGING SOCIAL MEDIA IN THE WORKPLACE

Employers who allow social media users to go unchecked in the workplace by having no clear and robust policy in place are simply asking for trouble.

Without a policy, employees may have little or no understanding of how social media use can impact their employment. Employers should clearly define within the policy what they consider to be appropriate and inappropriate use and detail the consequences of the latter

HR Team can help with all aspects of employment law advice, including how to devise and implement the right social media policy for your organisation. Join our upcoming complimentary webinar on Thursday October 28 at 10am to learn more.

Social media can be misused by employees:

- Spending too much time on social media sites during work hours.
- Bullying, harassing or engaging in inappropriate conduct or behaviour towards a colleague on social media sites.
- Viewing, posting or sending online content that is discriminatory or offensive.
- Posting information or comments on social media sites that may damage the employer's brand or reputation.

What will you learn from the webinar?

- How to manage employee use of social media
- The importance of a robust social media policy
- Understanding how to avoid negative comments about a business by its employees and damage to reputation
- Data protection pitfalls
- Ownership of social media accounts
- Tribunal cases involving social media use at work

Register for the webinar for free [here](#).

EMPLOYMENT LAW ADVICE AND CONSULTANCY ~ WHAT IS THE BEST OPTION FOR YOU?

Employment law regulates the relationship between employers and employees. It governs what employers can expect from employees, what employers can ask employees to do and employee rights at work.

Employment law is a minefield with continuous changes in government guidance. It can be challenging to keep on top of the ever-changing legislation. Particularly given the uncertainty of Brexit and Covid-19, employers must act with great caution to remain legally compliant.

Multiple options are available; an employer could hire an in-house HR consultant or team, acquire an employment law advisor or solicitor, or pay for outsourced HR and employment law consultancy services.

4 REASONS WHY OUTSOURCED HR IS A GOOD OPTION FOR YOUR BUSINESS

1. SKILLS AND KNOWLEDGE

By hiring specialists in a particular field, companies can benefit from the combined knowledge and skills of an experienced range of professionals to whom they may not otherwise have access.

Providing employers and employees with advice on dismissals, redundancies and other issues, helps employers navigate the complexities of employment law with extensive knowledge in this area of law to mitigate the risk of costly tribunals.

2. INCREASED LEGISLATIVE COMPLIANCE AND REDUCED RISK

As HR outsourcing companies focus solely on HR processes (such as performance management, sickness absence, recruitment), they generally have a greater awareness of the surrounding legislation, ensuring legal compliance.



3. EFFICIENT AND IMPROVED TIME MANAGEMENT

By hiring HR professionals, organisations can focus on their core business processes. This increased focus allows companies to do more of what they do best, to grow and thrive.

4. REDUCED COST

The cost of a company managing HR for itself can be staggering – approximately £48,183 annually. The expenditure of time management in dealing with issues such as a troublesome employee is disproportionate in most cases. The costs of poor people management can also be substantial.

Should a company fail to comply with legal requirements, they could be faced with a significant claim at an employment tribunal, an award for compensation and an additional bill for legal costs.

Not only does outsourcing HR avoid the unnecessary cost, but working with experts will reduce the risk of employee claims if all the processes and procedures are correct in the first instance.

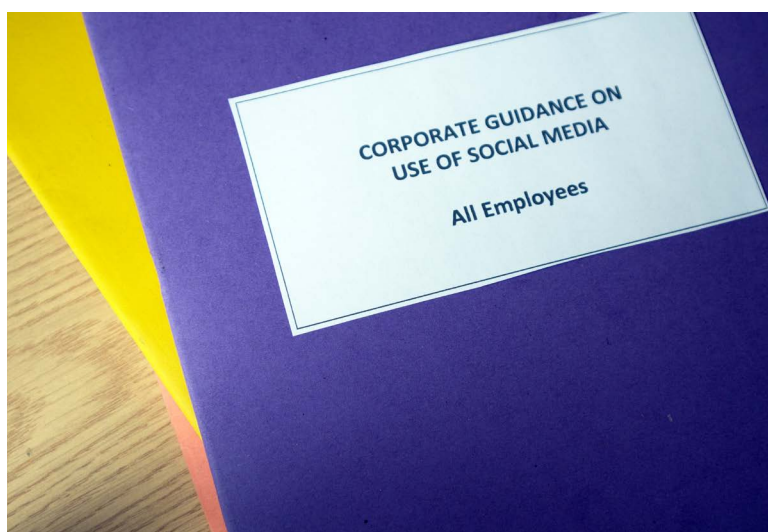
BREDA CULLEN'S EMPLOYMENT LAW TIPS



PROTECT YOUR BUSINESS A THOROUGH SOCIAL MEDIA POLICY

Avague social media policy puts you at increased risk of employee violations. Make sure yours is thorough from the start and encourage employees to ask questions if they're unsure. Base your social media policy on your company's specific needs and values, but be sure to at least include:

- A list of social media platforms the policy applies to
- Consequences of policy violations
- What to post (and not post)
- Laws that your company is subject to
- Who to contact with questions



MANAGING EMPLOYEE GRIEVANCE

Employers should address conflict in the workplace early on as it can escalate into time-consuming formal procedures and negatively impact productivity.

It is a legal requirement that employers have a written grievance procedure in place and must share it with employees. If an employee does not feel a grievance has been resolved, they have a right to appeal any decision made.



THE UK'S NATIONAL LIVING WAGE IS TO INCREASE FROM **£8.91** TO **£9.50** PER HOUR IN APRIL

The NLW pay rise will affect millions of low-paid workers, with an increase of about £1,000 a year for a full-time worker.

Now is the time to prepare for the changes to payrolls - adjustments in salaries and wages - ahead of April 2022.

Businesses need to ensure they stay compliant with employment legislation to avoid any risk and have measures in place to adjust to these new requirements when they come into force.



FORTHCOMING HR AND EMPLOYMENT LAW WEBINARS IN 2021

HR Team has a number of free employment law and HR webinars planned throughout 2021.

Whether you have a specific HR question related to Covid-19 or you want to keep up with the ever-evolving developments, we invite you to join our experts as they discuss the key areas that are affecting employers right now.

Registration is free, and the list of upcoming webinars is below.

Wednesday, November 17

Health and Safety Obligations for Employers with Home Workers

Join the webinar [here](#).

Thursday, November 25

Managing the Probationary Period

Join the webinar [here](#).

Thursday, December 16

Setting Employee Targets for the Year Ahead

Join the webinar [here](#).

Cost of Webinars:

Complimentary

Who should participate?

Line managers, supervisors/team leaders, middle/senior managers, HR personnel and business owners.

Do you have an employment law question?

We help business start-ups, SMEs and large multinational organisations. Call to speak to us today on any aspect of employment law or strategic human resource services.

Tel: 028 71 271 882 or from ROI: 01 695 0749.

Alternatively, contact us via email: Hello@hrteamgroup.com



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