

## Rugby Advertiser

17<sup>th</sup> June 2010

### Don't score an own goal with staff during World Cup

BUSINESSES have been advised to be ahead of the game when dealing with World Cup related HR issues.

Debbie Taylor, director of Target HR Consultancy, said that if employers do not take action now they could score an own goal in terms of work place absences.

"There are group stage matches taking place during traditional 9-5pm working hours, so if nothing else, employers should ensure their staff are aware of company policies regarding sickness and last minute holiday leave, including return to work interviews," said Debbie.

She added: "There is already one England match due to take place in work time on Wednesday, June 23 at 3pm, and should England get through the group stages, which seems very likely, the timing of future matches will undoubtedly become an issue."

Debbie recommended that employers take a flexible approach to staff watching the World Cup during work time, but said they need think through a number of key issues if they don't want to get caught out.

She said: "If employers opt for flexible working arrangements and allow staff to make the time up at a later date, they should be careful that non-football fans aren't left holding the fort.

"Companies also need to have a consistent approach so that the same level of flexibility is shown to fans of other sports."

She continued: "Should the England team reach the final stages, there may be a compromise option whereby staff are allowed to listen to matches on the radio while they work, but again employers need to take care that this isn't too distracting for other staff."

She concluded: "As long as companies have considered the issues, allowing some flexibility on the issue can be great for enhancing staff morale and team spirit."

For information and advice on HR issues, contact Debbie on 0845 241 3387, or visit Target HR Consultancy at [www.target-accountants.com](http://www.target-accountants.com)

Reproduced with the kind permission of Rugby Advertiser.

