

9 CHRISTMAS HR ISSUES AND HOW TO DEAL WITH THEM

The holiday season can be a busy and stressful time for employees so as the year comes to an end, don't forget to provide experiences your workers will thank you for.

ENGAGEMENT

Q How do you manage workers who have 'switched off' for the year?

A Keep them motivated by offering incentives.

16 In the UK, 16th of December is the date where productivity levels in the workplace plummet.

50% Over 50% of UK employees want their bosses to offer more flexible hours in the weeks leading up to Christmas.

INCLUSIVENESS

Q How do you include those who don't celebrate Christmas?

A Let them swap their Christmas public holiday for a day that's more significant to them.

↔ Spotify lets workers have flexible public holidays so they can take off the holidays that matter to them.

18% Flexible public holidays are still rare. In the US only 18% of employers allow their full-time employees to swap holidays.

SAYING THANK YOU

Q How do you acknowledge and reward people at the end of the year?

A Say thank you.

86% 86% of US workers said that being recognized motivates them in their job.

49% 49% of US employees said they would leave their current job for a company that recognized employees for their efforts and contributions.

PAID TIME OFF

Q Will your office close over Christmas?

A Consider being flexible with your holiday policy and remote working to accommodate people who would rather work over Christmas.

🕒 In Australia, more than two million workers are forced to take paid time off at Christmas.

45% In the UK, 45% of Millennials and Generation Y don't get the shifts that they want over Christmas.

EXTENDED LEAVE

Q Will you let your employees take extended leave over Christmas?

A Consider giving your employees the option of extended leave to spend time with their families or allow options for working from home.

✉ About 33% of workers in the UK check their emails over Christmas and 68% of Americans check work emails during major holidays.

📅 General Motors staff get three weeks off a year including a week off at Christmas (paid).

OVERTIME

Q Will you pay overtime to employees who work at Christmas?

A Consider providing cash incentives to help motivate employees who work on the public holidays.

3.3% 3.3% of the population in the UK work on Christmas day.

25% 25% of the population in the US work on Christmas day.

ABSENTEEISM

Q How do you manage absenteeism?

A Have an absenteeism and sickness policy and remind workers of this during the festive period.

60% 60% of workers in the UK are upfront about the fact they are too hungover to make it in the day after the office party...

32% ...and 32% call in sick.

OFFICE PARTIES

Q Are you ready for the office party?

A Make sure you have a clear office party policy, limit alcohol and provide enough food and non-alcoholic drinks.

65% 65% of US companies plan to hold a holiday party in 2018.

24.6% 24.6% of US companies have a higher budget for the Christmas party this year.

GIFTS

Q How do you ensure you don't break the rules of corporate gifting?

A Ensure rules on corporate gifts and hospitality are consistent not only with laws in your country but also local laws and customs in other countries.

47% 47% of businesses in the US give corporate gifts at Christmas, Hannukah and New Year's.

8.4% Only 8.4% of US companies who give corporate gifts do so with proper checks and balances in place.

RULES OF CORPORATE GIVING

- ✓ Be transparent
- ✓ Be appropriate based on local customs
- ✓ Be proportionate
- ✓ Limit to bona fide business related expenditure
- ✓ Don't offer or receive gifts and hospitality too frequently
- ✓ Record fairly and accurately in a company register