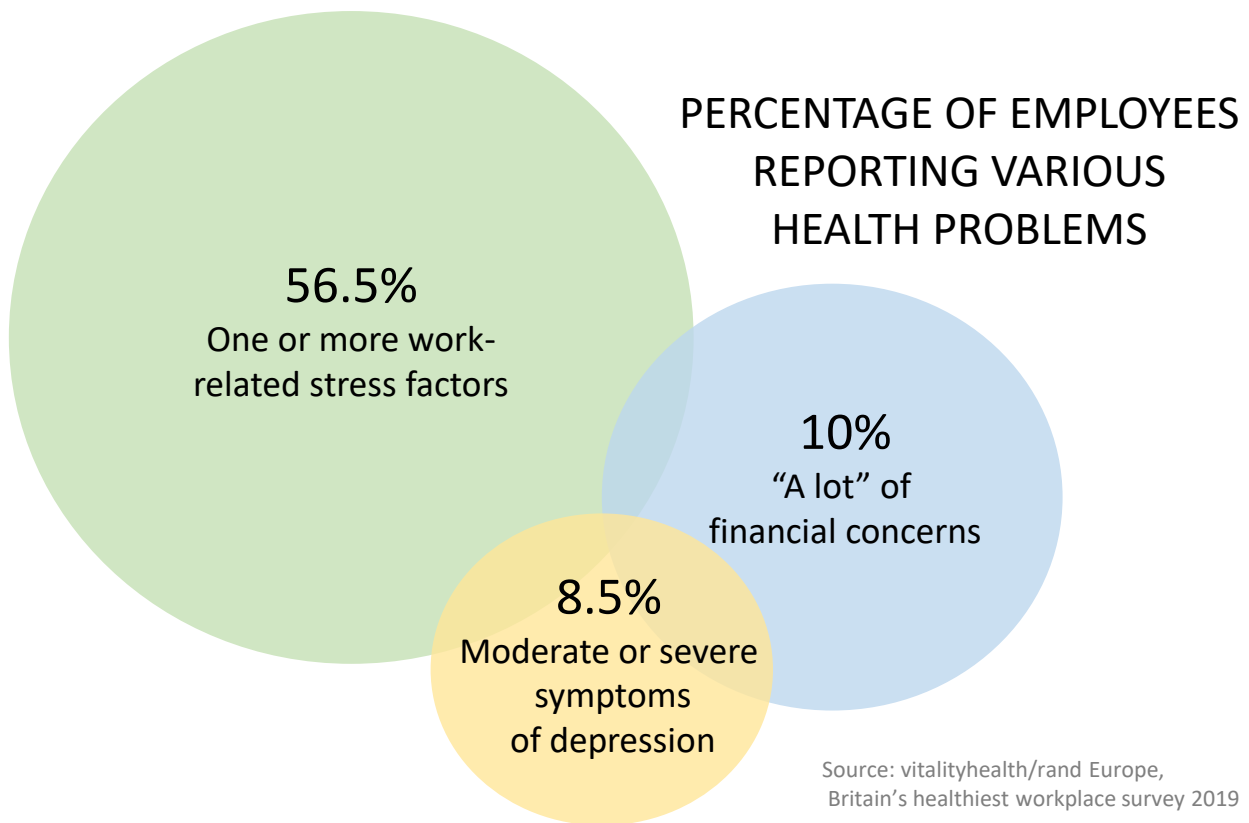


The Employers 'Duty of Care'

This means all employers are legally bound to do all they reasonably can to support their employees' health, safety and wellbeing.



"Prevention beats cure"

Christopher Whitty; Chief medical officer for England

All employers, large and small, need to be taking this seriously
We will take a quick tour through the WHAT, the WHY
and crucially, the HOW ...

Your Duty of Care

Your responsibilities include ...

1. **Providing** health and safety training
2. **Protecting** staff from discrimination
3. **Managing** and addressing staff misconduct
4. **Managing** and addressing grievances promptly and effectively
5. **Providing** adequate equipment required to complete tasks
6. **Providing** a safe and stress-free place of work
7. **Observing** disability laws, implied duty of care laws and the welfare of staff
8. **Instigating** an investigation if stress/anxiety is caused by something occurring in the workplace
9. **Carrying out** Risk Assessments if there is a perceived or alleged, failure of duty of care

1 in 3

of employees with a long term health condition have

not discussed it with their employer



“Start the conversation!”

Source: The Works Foundation:
Part of Lancaster University

“We all know that the pub industry can not only be stressful, but if not properly planned, a potentially dangerous working environment”



Your Duty of Care

So, that was the **WHAT** do you have to do. However, there are clear benefits to doing it! You could call this bit, the **WHY**...

- ✓ Building a positive workplace culture
- ✓ Increased staff loyalty
- ✓ Reducing absenteeism
- ✓ Reducing costly staff turnover
- ✓ Attracting and retaining the best talent
- ✓ Optimising staff productivity
- ✓ Reduce time spent dealing with staff issues
- ✓ Improved customer satisfaction and feedback (happy team, means happy customers!)



Source: The Works Foundation:
Part of Lancaster University



“Happy team, means happy customers”

Employees in micro businesses

(<10 employees) are twice as likely to leave work and move onto Employment Support Allowance without a period of sickness absence than those in larger businesses, suggesting that micro businesses and their employees can find **managing ill-health challenging**

Source: The Works Foundation:Part of Lancaster University

Your Duty of Care

Now we know **WHAT** we need to do and **WHY** we all benefit from doing it, **HOW** do we get started ... ?

With Roslyns payroll services we help not only with 24 hour HR support and a vast document library of relevant resources, but with our 'Healthy Extras'. 'Healthy Extras' offers your employees a range of benefits:



DoctorLine™ Access to a GP 24/7

Telephone or online access to a practising UK GP for you and your family.

Wellbeing & Mental Health

The Big White Wall: a safe online space to get the support you need in confidence

24 hour advice and support

Confidential guidance on legal, domestic or health issues for you and your family

Save money

Discounts and special offers at over 1,000 retailers, restaurants and destinations



were lost to
**stress, depression
and anxiety' in
2014 –**
an increase of 24% since 2009

Source: The Works Foundation:
Part of Lancaster University

How we will help

Your Duty of Care

We will ...

- ✓ **Provide what you need to fulfil your responsibilities**
- ✓ **Provide efficient and 24 hour HR support**
- ✓ **Provide a system of support from mental, physical and emotional for your employees and their families**
- ✓ **Support you as the employer to make it straightforward.**

www.roslyns.co.uk

support@roslyns.co.uk

**"Good companies work well,
Great companies work together."**