

EMPLOYMENT TRIBUNALS COSTING UK BUSINESS MORE THAN £200 MILLION A YEAR

Submitted by: Century PR
Thursday, 6 November 2008

Youmanage Survey Says Tribunals Could Be Reduced by Better Equipping Line Managers

Youmanage, creators of an innovative and unique online HR toolkit, is convinced that the number of employment tribunals in the UK could be dramatically reduced if proper processes were followed and line managers better equipped.

It is a view which has been further reinforced by a recent survey commissioned by the company which revealed that 70 per cent of human resources personnel believe the risk of employment tribunals and other disputes would be reduced simply by better equipping line managers.

Just over half of those who responded (52 per cent) said they believed line managers needed to take more responsibility for people management issues.

And almost three quarters (73 per cent) believed technology could play a vital role in providing added support for line managers.

The results of the survey come at a time when the number of employment tribunals has reached an all time high with workers making more than 100,000 applications annually to start tribunal proceedings against their employers resulting in UK companies hit by a crippling £210 million a year in costs and compensation.

It is a trend which shows no signs of slowing down and is driving many SME's out of business.

Phil Brown, Managing Director of Youmanage, commented:

"Very often resource within HR departments will be kept to a minimum and whilst no business wants to spend more time than it has to in dealing with administrative tasks, there are various processes which must be followed if companies are to adhere to employment legislation.

"Most of the cases that end up in a tribunal are due to the fact that companies do not have proper systems or processes in place, people's grievances have not been properly dealt with or issues have not been addressed to the employee's satisfaction resulting in the situation spiralling out of control.

"There is no doubt that better support and systems have a beneficial impact on employee productivity. Indeed the results show that HR managers want line managers to be more accountable for people management issues but recognise they will need additional support in order to achieve this.

"By offering a single online solution such as that developed by Youmanage provides line managers with the necessary tools to achieve this objective."

Editor's Notes:

Youmanage is a comprehensive online toolkit giving people managers and human resources departments access to all of the processes, employee information and guidance they need in a single service.

Devised to improve the efficiency and performance of managers and HR professionals, the Youmanage system incorporates a series of modules which cover every aspect of people management – from job profile to exit interview.

A unique aspect of the service is the way it walks managers through step-by-step processes for common management tasks - from preparing for an interview, to handling a disciplinary situation in a way that complies with the law, to dealing with high absenteeism levels.

Managers are also presented with relevant guidance and information at each step of the way. The system incorporates training materials, a complete range of standard HR letters and forms, guidance notes, and other useful tools. It can be tailored to reflect the branding, policies and processes of each client.

The system also allows managers easy access to comprehensive information about each of their employees at the click of a mouse. As well as basic information such as contact details, date of birth, start date etc, it also allows companies to capture extensive details ranging from appraisals and training development, to salary details to absenteeism history. Traditionally this type of information would be buried in a filing cabinet or a spreadsheet.

The company was set up in 2004. Its founders are former people managers who recognised a gap in the market for this type of product. Youmanage designed the toolkit to enable medium-sized companies to benefit from the type of advanced functionality that has previously only been available to larger organisations at very high cost.

Youmanage's website can be viewed at www.youmanage.co.uk.

For further information contact Century Public Relations (Tel: 024 7622 8881)