



Managing poor performance

Poor performance is an issue facing most businesses in one form or another. Unfortunately many businesses do not always tackle poor performance appropriately, and in some cases, fail to address it at all.

Problems businesses face with poor performance

Poor performance can take many different forms and there can be lots of different reasons for it. If these problems are not dealt with they can have a substantial negative impact on a business, including:

- A reduction in productivity and profitability;
- Problems with staff motivation and retention;
- High levels of absences and work related stress; and
- Greater risks of claims for unfair dismissal.

With the removal of the retirement age, managing poor performance is now more critical than ever as employees now have a choice when to retire.

Plan of action

It is essential that all businesses have a clear and universal approach to poor performance throughout the organisation and it is essential to tackle poor performance head on. Failing to do so could lead to time consuming and expensive claims. An employee may not be aware of their poor performance or may not be getting the required support they need. An informal meeting where the employer can raise its concerns and offer support to the employee often resolves the problem. If poor performance persists, it is important to follow a series of formal meetings, set targets for improvement and consider other issues such as training and support prior to any disciplinary action being taken.

In many cases, if dealt with soon enough, problems with poor performance can be resolved.

How we can help

We can offer advice and guidance on how to deal with poor performance, and if necessary advise you of your options and risks should you wish to proceed to end the employment of the employee.

We regard our team as an extension of your business and as such we aim to provide a bespoke service to reflect your commercial needs - we do not operate a one size fits all approach. We offer flexibility on costs such as an annual retainer, as well as capped and fixed fee options We can also provide access to an insurance scheme to cover the costs of defending claims (subject to the insurer's terms and conditions).

For further advice please contact:

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