



Small firms are scared to discipline staff

It seems that 48% of employers avoid disciplining staff because they feel they will be sued, however, 89% of employers would be happy to do so if they were certain of their legal standings.

Employers are afraid that due to an increase in their employees' rights that before long they will be taken to employment tribunal.

A study carried out by Peninsula (one of the UK's larger employment law firms) came to the conclusion that almost half of the UK's SME's were too afraid to discipline staff for fear of legal reprisals.

It seems that some companies are so wary over the matter that they opt to avoid discipline completely due to what they believe are biased laws set up in favour of the employees.

Businesses are finding it a progressively more difficult area to tackle and there are growing concerns that they will be dragged in to the drawn out process where they could end up at Employment Tribunal, with the looming reality of a hefty payout if found guilty.

Employers must follow procedures in order to ensure that they fall in line with the legalities of the contract for employment. Employers also need to be aware that a statement of the main terms in a contract for employment need to be issued and they produce clearly defined job descriptions, while making the standards and behaviour they expect clear.

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