

HR unprepared for World Cup staff absence, warns expert

NorthgateArinso urges HR leaders to plan for a rise in absenteeism during crunch games this summer

HR expert NorthgateArinso is warning employers to prepare for a sharp rise in absenteeism later this year during the World Cup. The firm is advising HR to review flexible working practices to better manage absence levels.

NorthgateArinso is warning that a rise in employees requesting leave for mid-week matches, and the fallout from booze-fuelled late night revelry is inevitable.

“The World Cup is a special event, and employers can’t afford to ignore it. With good planning and a flexible policy, HR managers should be able to prepare for the expected rise in absenteeism with minimal effects on productivity,” commented Chris Maddy, policy team leader at NorthgateArinso.

“There are a number of things that HR managers can do to ensure businesses run smoothly during the World Cup. For example, when England is involved in a mid-week match, managers could offer flexible working so employees can start and finish early. Also, the company policy on annual leave should be clearly communicated, in preparation for a rise in requests,” continued Maddy.

“Finally, HR should clearly communicate their absence management policy to staff so they’re aware of reporting procedures and then conduct return to work interviews for those taking time off sick. Employees are less likely to take time off following a match if they know they can’t get away with it,” concluded Maddy.

NorthgateArinso works with many HR professionals to advise them on engaging and developing employees to best support business performance. More information is available at www.northgatearinso.co.uk

About NorthgateArinso

www.northgatearinso.co.uk

NorthgateArinso is a leading global Human Resources software & services provider offering innovative HR business solutions to employers of all sizes, including Global Fortune 500 companies and many Public Sector organisations. We help HR executives optimize their HR service delivery through smarter process and more efficient technology, supporting key HR areas like workforce administration, payroll, benefits, recruitment, learning, and talent management.

Our 4,500 employees are dedicated to HR excellence through strategic business consulting, outsourcing services, systems integration and best-of-breed software solutions. We are one of the 5 largest HR service providers world wide and have offices in 31 countries on 5 continents.

The Northgate Group is owned by private equity company Kohlberg Kravis Roberts (KKR) and currently employs over 6,500 staff and operates in 46 countries across 5 continents.



www.northgatearinso.com/uk

The logo for NorthgateArinso, featuring the company name in a sans-serif font. The word 'Northgate' is in blue and 'Arinso' is in red. A blue curved line arches over the text.