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Top 5 HRM things to do in 2019

With over \$100 billion in major works in the pipeline in Victoria, opportunities abound for civil construction businesses.

Of course, that is provided you can get and retain the right people with the right skills to do the work and grow your reputation for quality work delivered to schedule.

That begs the question, with so much work around, why would someone want to work for your business?

Develop your Employer Value Proposition

This is essentially about answering that question in a way that is going to make people want to work for your business.

You need to be competitive on remuneration but lots of businesses are so what is your point of difference?

Why would people enjoy working with you more than with your competitors?

What opportunities would you give them to grow that others don't?

How much a part of the business do people feel because they are really involved and have great relationships?

Is there anything that you offer in terms of flexibility of work arrangements and life balance?

How inclusive is your work culture for women, indigenous people, people with disabilities, LBGTI people and people of all ages?

Once you have defined your EVP, sell it, sell it, sell it—you are in a highly competitive labour market and you have to let people know why they should want to work with you.

Establish a Workplace Improvement Team

Get your people involved in the process of making your business a great place to work and they will become your champions.

Perhaps you currently have a Safety Committee or some sort of Consultative Committee which meets to discuss accidents or issues but it doesn't really have a great impact.

Getting people involved in thinking positively about what we can make better rather than negatively about "issues" fundamentally changes the conversations that you have at work and the way that people feel about their job and their employer.



Implement a wellbeing program

A wellbeing program should address all 3 core elements:

- Physical wellbeing
- Mental wellbeing
- Social wellbeing.

Support the three Ms of wellbeing –meaning, motivation, mentoring –in addition to Employee Assistance Programs and the three Fs –fruit, fitness, flu shots.

Providing people with a sense of purpose to what they do and a sense of belonging to something worthwhile and being part of a great team all contribute to peoples’ mental health and social wellbeing.

Implementing a positive culture with regular coaching and feedback also keeps people engaged and at their most productive.

Be a champion against domestic violence

1 in 6 women in Australia say that they have experienced domestic violence.

The Fair Work Act and modern awards have recently been varied to provide 5 days of unpaid leave to deal with family or domestic violence. Modern awards have also been varied to provide clearer obligations for employers in responding to request for flexible working arrangements including those from people who are suffering from domestic violence.

However, employers can also play a part in educating and supporting their people including both victims and perpetrators to reduce the incidence of domestic violence.

Eliminating “macho” stereotyping of manliness in favour of respectful and inclusive behaviour in workplaces is one place to start and anyone can do that.

Changing the gender balance in your workforce can also help that.

Practise diversity

Employers need to think a little differently about work design to optimize the prospects of finding and keeping talented people.

Explore different ways by thinking about how you can utilize this person’s skills and, at the same time, meet their needs (eg with life balance or in learning English or in some other way).

I once had a civil contractor complain about an excavator sitting in the yard costing him money because he couldn’t find the staff to operate it.



When I suggested that he consider looking for part-time employees, he responded that the excavator would still be sitting in the yard a few days each week. That's not quite as bad as 7 days a week, is it? And perhaps, you might find two people who could jobshare.

Conclusion

If you are interested in exploring options for tackling any of the issues raised in this article or need help otherwise with HRM issues, give us a call. That phone advice is part of the CCF membership service offering.

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