



## Don't let their cup runneth over!

**As** World Cup fever ignites, employers are advised to implement a policy to deal with potential staff absences. England's group matches are on Saturday 12 June against the USA, Friday 18 June against Algeria, and Wednesday 23 June against Slovenia, and employers must manage staff expectations during this global sporting event, warns employment law firm Lewis Hymanson Small.

Neeta Laing, the firm's head of employment law, said: "Employers may have to balance employee enjoyment with business output. It is important to create a culture of trust in the workplace so staff feel morally obligated to be truthful. You don't want to be seen as a killjoy, so you could consider flexible hours, reorganising the shift rota, agreeing to annual leave or even screening games in the staff room."

If employees are found to be lying about reasons for absence, the consequences could be career-damaging, with disciplinary procedures possibly invoked. Unauthorised time off can affect a business's success, profits and customer service.

"There are several ways to determine if an employee has been truthful about their absence, including return-to-work interviews, disciplinary procedures for unacceptable absence levels, training line managers in absence management, restricting sick pay, and involving occupational health professionals," said Neeta.

