

## Press Release

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For immediate release

### **Employers urged not to red card the World Cup!**

EMPLOYERS need to be ahead of the game when it comes to dealing with potential HR issues arising from the FIFA World Cup, a leading HR expert is warning.

According to Debbie Taylor, Director of Target HR Consultancy, if employers don't take action now they could leave themselves open to an own goal in terms of work place absences.

"There are group stage matches taking place during traditional 9-5pm working hours, so if nothing else, employers should ensure their staff are aware of company policies regarding sickness and last minute holiday leave, including return to work interviews" Debbie advises.

"There is already one England match due to take place in work time (Wednesday 23<sup>rd</sup> June at 3pm) and should England get through the group stages, which seems very likely, the timing of future matches will undoubtedly become an issue," she said.

Debbie recommends that employers have a more flexible approach to staff watching the World Cup during work time, but says they need think through a number of key issues if they don't want to get caught out.

"If employers opt for flexible working arrangements and allow staff to make the time up at a later date, they should be careful that non-football fans aren't left holding the fort," Debbie explains.

"Companies also need to have a consistent approach so that the same level of flexibility is shown to fans of other sports.

"Should the England team reach the final stages, there may be a compromise option whereby staff are allowed to listen to matches on the radio while they work, but again employers need to take care that this isn't too distracting for other staff," she said.

"In certain cases, employers may allow staff to watch the game at work, but there need to be clear rules on alcohol consumption, as well as careful planning on how work will be managed. However, as long as



companies have considered the issues, allowing some flexibility on the issue can be great for enhancing staff morale and team spirit,” Debbie adds.

For information and advice on HR issues, contact Debbie Taylor on 0845 241 3387, or visit Target HR Consultancy at [www.target-accountants.com](http://www.target-accountants.com).

## **ENDS**

For media enquiries contact Corrina Cockayne at Target Chartered Accountants on 01225 486348, or e-mail [corrina.cockayne@target-accountants.com](mailto:corrina.cockayne@target-accountants.com).

### **Editor’s notes:**

Target is a top 50 firm of chartered accountants working exclusively with entrepreneurial individuals and their businesses around the country. The firm has 14 directors and 180 staff working out of four UK offices in Bath, London, Reading and the Midlands. Established 11 years ago as a specialist tax consultancy, Target are leading advisers in six core integrated service areas: Audit and Assurance, Business Services, Tax Planning, Corporate Finance, Financial Management and HR Consultancy.

