



The Apex Human Contract

Over recent months a few of our lovely clients have decided to go with the Apex Human Contract. Used in conjunction with our Guidelines for Working Here otherwise known as your Company Handbook it keeps you compliant and safe.

The Human Contract sets out to really welcome people on board when they join an organisation. The language is open and informal, for example it talks about a settling in period not a probationary period. It isn't for everyone but if you think it might be of interest to you here's a little extract from the initial welcome.

Welcome to Apex HR

We are delighted to have you here as the newest member of the team!

This is your employment contract. We want to give you a taste of what we're about here so although it is a legally binding document, it might not look like any contract you've seen before.

We see this as a mutual agreement. It lays out what we expect from you and what you can expect from us. This is a two-way street; a two person dance if you will. And so we both need to hold up our end of the deal to make this relationship as successful as we each hope it will be. Are you in? Cause we are.

You wouldn't be here if we didn't think you were the right person for the job and we can't wait to work with you.

Let's agree first and foremost on this binding promise to each other:

We promise to treat you and care for you as the human being that you are and help you unleash your amazing talents in order to reach your potential.

You promise to give us your energy, enthusiasm and commitment.

If it sparks some curiosity just let us know and we will send you a copy of the full contract to have a look at.

Contract law coming out of Covid

It's been a hard period for all of us re-adjusting into after the COVID period, one question that often gets put to one side is; are our contracts up to date? As of the end of 2020 the Government and Tribunals are cracking down on contract law, especially in organisations in which contracts are not given out, or organisations which are 'late' in providing new starters with contracts.

Under the current legal precedent, organisations are expected to provide contracts on the first day of employment. If they are 'late' (or fail) in doing so employees can claim 4-8 weeks' worth of earnings under 'breach of contract'. The precedent also states that the 'breach of contract' claim must be made in conjunction with another employment claim; meaning that it could be a costly addition to any Tribunal case.

The good news is, that it is easy to mitigate the risk posed by the recent rulings; by giving out up to date contracts on time. We offer two concise contract packages, the standard package, which is an up-to-date contract package. As well as the Human contract, which is our unique, Human approach to the employment contract.

Find us on social media





Top Tips for combatting SAD in the workplace

At Apex we take health and wellbeing of people seriously. It is important to us to ensure the people we work with are cared for and encourage positive health and wellbeing.

Now that summer has long gone, and the clocks have gone back our days become shorter and the light is dimmer. The change in season can impact on the health and wellbeing of our people. People who are affected by Seasonal Affective Disorder (SAD) can sometimes find their mood and motivation changes; common effects of SAD may present itself by :

- Sleep problems
- Lethargy/ not motivated
- Depression
- Lack of interest/lack of enthusiasm
- Irritability
- Social anxiety
- Persistent low mood
- Mood swings
- Weakened immune systems.

Here are some tips on employers take action on supporting with SAD

Recognise the signs

We spend most of our time at work; with that we get to know the people we work with quite well and their characteristics. Therefore, recognising any changes in people's characters or identifying they are not themselves, is key to giving early support.

An example for early intervention conversation with someone maybe;

"You don't seem yourself lately, are you open to having a chat?"
"I've observed your enthusiasm for your work has changed, I'm really concerned you're not feeling your best right now, how can I support you?"

Types of supportive things that may help with SAD

Encouraging outside walks for fresh air during breaks, or even walking meetings. There may be opportunities for more flexible working. Think about increasing daylight within the office.

Encourage healthy eating and drinking, by having fruit available in the workplace and water.

Encourage psychological safe and open workplace, where team members feel comfortable talking about how they feel and are open to support to overcome the way they are feeling.

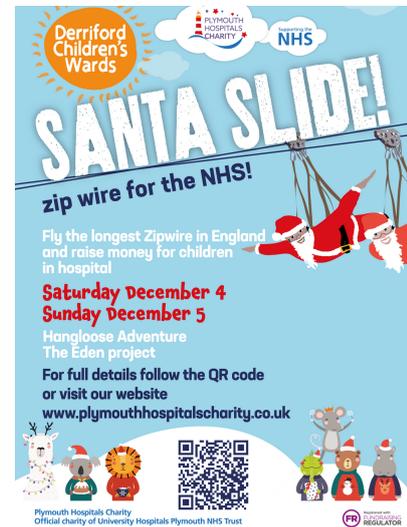
This may be a designated wellbeing person, mental health first aider or simply their line manager, who are non-judgemental and are authentic about the care and support they give.

Other types of supportive measures

The workplace may be able to engage with an Employee Assistance programme (EAP), who are able to offer impartial support by way of counselling, health services and/or signposting to relevant services.

Engaging with local gyms for discounted rates of membership can promote health and wellbeing. Organising team events and ensuring that that regular check in's with individuals is key.

It is also right to consider, that a change in mood or character in someone, may be more than SAD and it is important to recognise that people may be struggling for some other reason. Recognising and having supportive measure in place may lower sickness absence in the workplace due to mental health reasons or stress, and also help to retain team members where they feel listened to and supported.



Santa Slide - Zip wire for the NHS

Kevin, Nicola, Leo and Lianne are all taking part in the Santa Slide to raise money for Derriford Children's Ward.

We believe in supporting local charities and this event is no exception.

The work Derriford Hospital does to support our community, especially our children in times of need is absolutely amazing.

This is our way of giving back.

Please join us in supporting this great charity and donate as much as you can afford.

Our team fundraising link is below

<https://plymouthhospitals.enthuse.com/pf/apex-hr>

Thank you for your support

We will be sure to share photos of the event.