

The CommUnity HR Newsletter



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PERFORMANCE PAY

The tough economic times businesses are currently facing allow for a reevaluation of policies and creative thinking. Rather than eliminating pay increases, which can create hardships for the employees and employers, involve your employees in the overall strategy process. Through evaluations of finances and pay policies many companies have considered the option to scale back benefit packages and pay increases, to name a few. Since a lot of businesses are unable to meet the same expectations that employees have been accustomed to during their tenure, opening the floor to employee input ensures they not just feel valuable, but assures them of your confidence in their skills.

One option becoming increasingly popular amongst employers when it comes to pay increases is performance pay. Performance pay, when well structured can dramatically boost productivity for a company, as well as giving employees a more integrated feeling within the company, instead of continuing to foster the entitlement mentality. For this to be a successful program for both the employee and employer, a well formed outline needs to be in place. Communication is the key and by properly communicating your reasoning and the benefits, incentives and potential for income, your goals and their goals are further in alignment.

There are many benefits that can come of this. One is the unity it can create within a company through teamwork. Another is helping to identify those employees that are truly dedicated to the company and to the work they perform both qualitatively and quantitatively. Creating goals, setting targets and tracking achievements with employees creates employee empowerment and inter office applause.

Unity HR's Human Resource consultants can help you define performance pay scales, redevelop job descriptions and employee manuals that define the company policies.

UP COMING EVENTS IN WHATCOM AND SKAGIT COUNTY

Anacortes Arts Festival

August 7, 8, and 9th

Skagit Valley Fair

August 12-15th

Northwest Washington Fair

August 17- August 22nd

Ferndale Street Festival

August 29 from 10am-9pm

Fairhaven Outdoor Cinema

Music and Movies in the Park

Saturday evenings @ 7pm



Online Backup Resource Center!

It's a good idea to frequently back up your data to a secure, remote location to prevent data loss. You can use Online Backup to automatically back up your data to secure, remote Intuit locations over the Internet.

Bellingham Tech College Has QuickBooks classes!
For more information pick up a catalog or call them at 360-752-8350

~QUOTE~

Satisfaction does not come with achievement, but with effort. Full effort is full victory.
~Mahatma Gandhi~

CROSS TRAINING

This is the time of year that many employees take vacations. Have you ever thought of what it would be like to not have as much stress and worry as a manager when one or several employees take time off? These times often cause stress in the workplace not only for management but for other employees as well.

Implementing a cross training program is one way to not only defuse the stress within the workplace but also is a wonderful motivation tool for employees. There are many advantages to cross-training employees to perform additional jobs. Some benefits include:

- ✧ Helps employees to see the big picture and how their work fits into that picture.
- ✧ Gives employees more knowledge and experience to help them make informed decisions about their future with the company.
- ✧ Provides coverage during an employee's absence.
- ✧ Prevents employees from becoming bored with their jobs by providing variety.
- ✧ Helps eliminate unhealthy competition and improves cooperation and teamwork.
- ✧ Enhances employee goals and objectives with the company.

Cross training can be effective but must be carefully planned and presented to employees as an opportunity for learning and growth. Cross training can be implemented within almost any position in a company, however not every employee is the best fit for this type of training. There are some employees that like to learn new things, and then there are the employees that are just more comfortable doing their everyday tasks day in and day out. Remember to select the employees carefully and structure the cross training to create job enrichment. Implementing this new structure will help bring a more diverse atmosphere.

Unity HR not only provides payroll and accounting services to your workplace, we can also help you develop an organizational structure through our Human Resource Consultants. This can allow you to define areas appropriate for cross training and the employees who would benefit most from the experience.

LET US HELP

Are you concerned with the rising costs of healthcare? We are!

That's why we support a revolutionary health insurance concept called LyfeBank.

This lets employers of any size afford health benefits and guarantees no annual premium increases.

Let the professionals at Employee Benefits Planning, LLC help maintain benefits.
For more information, please call Justin Kulhanek at 360-733-9354

