

# FAQs From Small to Large Businesses

Here at Croner, we pride ourselves in providing advice that is specifically catered for your business. Our expert advice line receives 247,000 calls a year, the callers vary from owners of micro businesses all the way to a corporate companies. Regardless of the number of employees you have, Croner will provide dedicated and targeted support to help you resolve the issue at hand.

Below we have compiled some of the common questions we receive, broken down into businesses sizes. As part of your association's partnership with Croner, you can benefit from the award-winning complimentary advice from Croner. If you think that any of the below examples may be applicable to your business, then reach out to our expert advisers on [0844 561 8133](tel:08445618133).

## Small Businesses:

## Medium Businesses:

## Large Businesses:

- How do I handle a disciplinary when we're friends outside of work?
- Do I really need to pay sick pay?
- Do I really need employee contracts?
- How do I respond to my long serving manager who is now refusing to conduct parts of their role?
- If my employee isn't performing, can I just dismiss them today?
- There's been a change in legislation, but I'm not sure if this affects my business or not?
- Our staff turnover is really high, how can we improve?
- We aren't getting the right candidates applying for our vacancies, why is this?
- A positive company culture is non-existent here, where did we go wrong?

## Don't Wait Until It's Too Late!

It is often the case that many companies don't reach out until something has already gone wrong, especially if they don't have dedicated in-house teams for HR, H&S or commercial legal. At this stage, the advice and suggested remedial actions would be reactive, in order to mitigate potential negative consequences. Whilst this reactive support is great for bringing an ongoing issue to a close, prevention is always the key. Thinking proactively can help you protect your business and avoid a difficult situation in the workplace from occurring in the first place.

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**Speak to an expert**

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