



HUMAN RESOURCES

JO O'REILLY

Senior Partner
Go Talent

SICK OF SICKIES

Are you sick of 'sickies'? How much is absenteeism really costing your business and what can you do to control it? It's estimated that in Australia between 10 to 25 per cent of sick leave is taken under false pretences and it's concerning to learn that the figure is steadily rising.

From an individual perspective, many employees feel that sick days are an entitlement, equivalent to annual leave and treat them as such. It's important to note that the cause of excessive absenteeism is not only attributable to the individual but also to the company's attitude and reaction to it. An acceptance of poor attendance from management only perpetuates the problem.

Guidelines regarding attendance need to be clearly set and communicated. Employees need to be clear on management's expectations of them and should have clarity on who to contact when calling in sick, what mode of communication is acceptable, the expected timeframe to make contact, and what evidence is.

'Return to work interviews' following a sick leave period are great opportunities for a manager to display empathy and to explore any underlying reasons behind the absence. This should be a supportive meeting where employees are given the opportunity to discuss any issues in their personal lives or stresses in the work environment that are impeding their workplace attendance. Employees with flawless attendance records should also be rewarded. This can be something simple such as incorporating attendance into performance appraisals which form the basis of salary and promotion reviews. Some companies have even addressed the issue from a financial perspective and have given rebates to recompense unused sick leave – the reasoning behind this is that this payment will far outweigh the cost and disruption caused by unscheduled leave.

Implementing some very simple policies and procedures can significantly reduce the amount of unwarranted sick days and ultimately the impact it's having on the company's bottom line.

For more information on how to address absenteeism or other recruitment related questions, please contact Jo O'Reilly at Go Talent on joreilly@gotalent.com.au.

Shifting Rank



LISA KING

TorchMedia
NSW State Sales
Director

Lisa King has taken over from the recently promoted Andy Gilroy, stepping into the position of NSW State Sales Director at TorchMedia. Lisa has been in the media industry for more than 20 years on both the planning and buying and sales sides, including the past five years at TorchMedia. She has previously worked for Austereo, Pacific Publications and Conde Nast. TorchMedia offers shopper media solutions at more than 3000 unique locations including Woolworths, Woolworths Liquor, and BWS.



CHRIS MORRISON

Premium Wine
Brands Global Wine
Ambassador –
Australia

Chris Morrison has been appointed as Premium Wine Brands' Global Wine Ambassador for Australia. Premium Wine Brands is a division of Pernod Ricard's wine business, focusing on the global management and brand creation for the strategic wine brands within the Pernod Ricard family. Chris joins the global Premium Wine Brands team from Pernod Ricard Australia where he held the role of National Wine Ambassador. His new role will see him driving the company's Australian-focused wine education program, as well as promoting the Australian wine industry both at home and abroad.



ALEX TRECOWTHICK

Nepenthe Wines
Winemaker

Nepenthe Wines has announced that Assistant Winemaker, Alex Trescowthick, has been promoted to the position of Winemaker. Alex joined the Nepenthe team in 2007 and has now worked five consecutive vintages with the winery, along with stints overseas in California's Napa Valley and France. Alex holds a winemaking degree from Charles Sturt University and has previously worked at vineyards in Margaret River, the Strathbogie Ranges and the Riverina.



ANGELA SLADE

Wine Australia
Regional Director –
North America

Wine Australia has appointed Angela Slade as its new Regional Director – North America. Most recently, Angela was the PR and Marketing Manager for Negotiants USA. Angela takes over from James Gosper, who was recently appointed as General Manager – Market Development for Wine Australia, based in its Sydney office. In her new role, Angela will be based in New York with offices on the west coast of the USA, as well as in Canada. Angela's primary role will be to promote a range of Australian wine companies across North America.

Announce your newest staff

appointments to the trade in National Liquor News

Let the trade know about changes to your staff by announcing it in
Shifting Rank in National Liquor News.

Simply send the details of your newest staff member to
alooker@intermedia.com.au

along with a high-res headshot and share the news of your latest appointment.