

Workplace agreements make everyone happy

No business can operate efficiently unless there is a very clear understanding between the workshop owner and the workers about responsibilities, duties, expectations and attitudes.

Far too many workshops operate on a verbal level, a quick handshake and a beer at the end of the day. All very nice and chummy, but potentially a disaster when things turn sour.

Unless the agreement between owner and worker is written down, any dispute about responsibilities or expectations becomes a guessing game, and ultimately, a blame game which will have a negative impact on the business.

A staff work agreement is a two-way agreement which clearly spells out the responsibilities of both the workshop owner and the employee

While it is common that new staff are always told clearly about their pay level and pay cycle, working hours, conditions and tool requirements, rarely are staff clear on what the owner or manager of the workshop requires from them in terms of their work responsibilities.

Staff work agreements start earning their keep right at the beginning, when staff are recruited

If employees are vague about the expectations of the employer, or vice versa, a climate will inevitably be generated where the workshop will struggle to achieve its full potential, both in morale and profitability.

It should come as no surprise that the best organised and most profitable workshops will most certainly have work agreements in place which leaves no room for ambiguity about expectations and responsibilities.

So here's the challenge...

In the next four weeks, set yourself a target to develop staff work agreements for all your key staff and watch how your productivity and morale will improve, along with your bottom line.

The place to start is www.tatbiz.net.au/capricorn where you will find templates and other information which you can change to suit your workshop and implement them immediately.

Just go for it!

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