

ask the expert



## How do I manage body odour in the workplace?

ELAS's employment law consultant Enrique Garcia explores how to tackle what can be a sensitive issue over the summer

AS Britain braces itself for another rise in temperatures, employment law and health and safety experts ELAS has reported a rise in the number of calls asking about how to handle employees suffering from body odour.

ELAS consultant Enrique Garcia, said: "There is nothing worse than being in a close knit working environment that offers no respite from the heat as temperatures increase.

"Body odour is not an easy issue to deal with in the workplace, but it is important to handle any employee complaint in a professional manner.

"Incidents of body odour can cause awkwardness and embarrassment between employers and employees and dealing with the problem requires both tact and a willingness to approach the person involved in a straightforward manner.

"The company dress code and employee manuals are both areas where body odour issues can be formally addressed. This is the place to encourage proper hygiene and the use of deodorants.



ELAS employment law consultant Enrique Garcia

"Give employees a formal guide for dealing with other employees about odour concerns. Let them know it is appropriate to contact the human resources manager to handle the issue rather than approaching the employee directly. Familiarise new employees with these policies during training.

"Business owners and human resources managers may find themselves having to tell an employee that he or she needs to take care of

a body odour issue. "Approach the matter in private, not in front of other employees. Have a one-on-one discussion, be straightforward, and get to the point quickly.

"Let the employee know that that this issue is not related to job performance. Offer possible solutions, such as freshening up during breaks, and be sure to follow up with the employee if the problem continues."

Enrique added: "Above all, it is crucial to remember that heat affects productivity and helping keep staff members cool can prevent a loss in output, while preventing lethargy and a drop in overall morale.

"This is why it is important that employers exercise common sense at this time of year, thus providing workers with both comfortable surroundings and therefore a happy office atmosphere."

For more information or guidance on any aspect of employment law, contact ELAS on 0161 785 2000.

Alternatively, head to [www.elas.uk.com](http://www.elas.uk.com)



As the temperatures increase over the summer, so does the potential for employees suffering from body odour



Children at the Mancunian Way charity benefited from Hilton Hotel's £10k giveaway last year with £600 for cooking sessions

# Youngsters will benefit from a share of £10,000

THE Manchester Weekly News and Hilton Manchester Deansgate have teamed up to give away £10,000 in Greater Manchester.

Running from July 24 to August 28 2015, local charities, schools and clubs that help children across Greater Manchester have the opportunity to apply for a share of the money.

The money was raised by big-hearted supporters of the Hilton's DM Thomas Foundation for Young People in Manchester who are keen to ensure the money benefits the young people of the city.

The giveaway is aimed at helping those organisations who work hard to improve young lives, often with tight resources.

Now in its seventh year, the giveaway has seen more than £211,000 donated to 205 different local organisations.

Outdoor learning, arts



Hilton

MANCHESTER DEANSGATE

and crafts materials, travel costs, sports equipment, specialist and crisis counselling, therapy and cancer care, refurbishments and resource packs have all been funded, enabling more than 38,543 young people to benefit directly.

Mancunian Way was one charity to benefit from a grant of £600 from last year's £10K Giveaway event.

Their project, Dig & Grow Gorton, works with local young people to raise awareness of healthy lifestyles, including what makes a good diet, where food comes from, and producing healthy meals

on a budget.

The project reached the finals of our sister Manchester Evening News Environmental Awards in 2014.

The £600 boost enabled Mancunian Way to provide additional cooking sessions, which is the activity all the young people love the most and all want to take part in.

Nick Buckley, Chief Executive said: "The funding allowed us to purchase additional ingredients, hold cooking competitions, tasting sessions and really explore healthy options to popular dishes.

"Many of the young

people had never tasted fresh mango, pumpkin, asparagus, tripe, walnuts, sweet potatoes etc. They have now! They may not have liked everything they tasted, but now they are not afraid of trying new foods and will try anything put in front of them.

"Support from the giveaway has helped many young people in East Manchester to learn to cook, taste new and exotic foods, and understand how small changes can turn a poor diet into a healthy one!"

To apply please visit [dmthomasfoundation.org/manchester-giveaway/](http://dmthomasfoundation.org/manchester-giveaway/).

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