



NEWSLETTER - Mar'20

WELCOME

"With each unique client we challenge ourselves to ensure you achieve strategic growth within your organisation"

We achieve this with emphasis on
clear and concise reporting

HELPING YOU MAKE THE CONNECTION BETWEEN
SALES, FINANCE & PROFITS

F D OUTSOURCE

more than accountants

WHEN SHOULD YOU START YOUR HOLIDAY YEAR?

You might think lining up leave with the calendar year makes your workplace easier to manage. But it can derail your business at what may even be one of your most profitable times of the year: ...Christmas.

That's because workers often scramble to take any remaining holiday entitlement before the leave year ends in December. Especially if they can't carry holiday over into the next year. This can leave your workforce seriously stretched over the festive period. So what are your alternatives?

Use the financial year

Instead, many businesses link their leave to the fiscal year, which runs from April to March.

This could make writing your business's financial reports easier. For example, you'll be able to include more accurate holiday pay figures on your balance sheet for the new financial year.

Running the leave year from April to March could help you avoid the Christmas holiday crunch, too. But if Easter falls before April then you might suffer another staff exodus, when workers rush to book leftover leave around the bank holidays for an extra-long break.

Luckily, there's another way.

Stagger staff leave

There's no law to say all your employees, or even staff in the same department, must have the same leave year.

So, to prevent end-of-year bottlenecks, you can choose to stagger annual leave. Some staff could work on a January to December basis, others on a June to May year—and so on.

However, this method could cause staff disputes. Some workers might prefer a different leave pattern to the one you've given them—they may find a calendar leave year easier to keep on top of, for instance.

And they could begin to resent colleagues with a more 'desirable' holiday pattern, sapping your workplace's morale and productivity.

So what if everyone had a different leave system?

Base Leave on employees' start dates?

You could begin each staff member's leave year on the date they started work at the company.

In fact, unless you spell out otherwise in the employee's contract, by law their leave entitlement will always begin on their start date.

If you run a holiday accrual system, where a worker's holiday allowance builds up over their first year of work, using start dates may save you a lot of time and effort.

For example, if an employee starts partway through a calendar leave year, there won't be any tricky calculations for how much time off they'll accrue.

To Our Stakeholders

FD Outsource is committed to working directly with Sales Driven MD's within their specialised sector to ensure they achieve continual strategic growth.

The Strategic Growth can be measured against the business plan using quantifiable financial measures.

These financial measures can be within Sales/Revenue, Gross Margins, Cashflow, Profitability and Net Worth.

The milestones set in the business plan will be monitored and reviewed at regular intervals through the business life cycle with continual focus on succession planning with the management team.

Our internal core values can be seen within our 5c Guarantee provided to all clients. These are:

- Communication
- Creativity
- Coherence
- Commitment
- Conclusion

Analyse , Identify and Plan

Our priority is that cash flow doesn't become a Barrier to Growth and business profits be converted in to personal wealth.

Sincerely

A handwritten signature in white ink that reads 'Mark Terrington'.

Mark Terrington
Founder & CEO

WE WORK WITH SALES DRIVEN
BUSINESS OWNERS

HELPING YOU MAKE THE CONNECTION
BETWEEN
SALES, FINANCE AND PROFITS



For a Free discussion on how you can
make the connection and convert
business profit in to personal wealth.
Contact us today

enquiries@fdoutsource.co.uk