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[OCS](#)'s latest thought leadership paper 'Emerging Trends in FM in 2023' from Global Head of Cleaning, Yvonne Taylor and Global Head of Security is available to download now.

OCS commenced last year's Emerging Trends looking at the effect of COVID-19. Many of us believed that by now we would have moved to a post COVID-19 state, and whilst many appear to have recovered, the general health of people and particularly the health of the nation, still seems to be in a post-traumatic state.

[You can download the latest paper on our website.](#)

The British Chambers of Commerce (BCC) worked with leading panel provider [Find Out Now](#) to conduct a landmark survey of more than 4,100 respondents in February 2023. The research found that two thirds of women feel they have missed out on career progression because of childcare responsibilities.

The survey, the first of its kind from the BCC, looks at the perceived impact childcare, general caring responsibilities and menopause have on a person's career, as well as the support available to those impacted by the issues.

Two-thirds (67%) of female respondents who have had childcare responsibilities in the last 10 years felt they missed out on career progression as a result. This includes career development, pay rises and/or promotions. For male respondents who have had childcare responsibilities, 35% believed they missed out.

Shevaun Haviland, Director General of the BCC, said: “What women want is a level playing field. They don’t want handouts or a hand up, they simply want to make sure there are no barriers to career progression and face the same opportunities as their male counterparts.

“Tackling these issues is integral not only to the wellbeing of our women and workplaces, it is crucial to the functioning of any strong economy.”

Thousands of commercial landlords could end up with costly ‘stranded assets’ once new Minimum Energy Efficiency Standards (MEES) legislation for buildings comes into effect next month, according to the [Building Engineering Services Association](#) (BESA).

From April 1st, it will no longer be legal to let a property with an Energy Performance Certificate (EPC) rating below E. However, the Association warned that many building owners and managers were completely unaware and unprepared.

[A survey of more than 500 office decision makers](#), commissioned by law firm Irwin Mitchell, found that just 32% knew their current EPC rating and only 31% what rating their office needed to achieve in April.

“This is a key piece of legislation that could have a significant impact if properly enforced,” said BESA’s technical director Graeme Fox. “The potential economic fallout for commercial building owners ending up with unlettable stranded assets is very serious, but equally if they get to grips with this it could go a long way towards meeting energy and carbon reduction targets for the UK built environment.”

New research reveals how recruitment challenges are encouraging employers to consider ex-offenders.

The findings mark the launch of Sodexo’s Starting Fresh campaign, which will encourage, and provide guidance to businesses on proactively hiring ex-offenders.

43% of UK businesses say they are struggling to fill in excess of 10 job vacancies in their organisation, 16% of hospitality businesses are struggling to fill as many as 31-40 positions. Despite this, almost one in three (30%) of British business leaders say they do not believe they currently employ any ex-offenders.

Tony Simpson, Justice Operations Director at Sodexo UK & Ireland said: “While not all ex-offenders are prison-leavers, an important aspect of this campaign is to help employers understand the quality of learning which takes place in prison. Nearly 50,000 people leave prison every year, many emerging with formal qualifications they didn’t have before.

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