

# Stop Employee Theft

Read the internet articles regarding employee theft and answer the questions below.

1. Explain how employee theft can affect all employees.

Stolen assets from employee theft can affect all employees by the employer not being able to provide employee pay raises or cash bonuses because of lack of revenue; employees might seek other employment that does not have these revenue issues; uneasy environment caused by mistrust; gossip; tighter regulations that could affect morale.

2. Describe ways in which employees steal restaurant assets.

Restaurant assets are stolen by employees giving free drinks and food to friends and family; grazing while on duty; theft at the POS (voiding items, improperly ringing up tips, false discounts); manipulation at the accounting level; theft of intellectual property

3. How does having a company definition of theft and a comprehensive theft policy reduce or eliminate employee theft?

By defining your company's expectations, ground rules and what is and is not acceptable behavior, you are providing yourself and your employees with a framework in which to operate. This helps to hold employees accountable and sets the stage for open communication in regard to company expectations.

4. What is an honest work environment and how might it reduce or eliminate employee theft?

An honest work environment can be accomplished by holding training seminars on ethics to inform employees of the guidelines and expectations that are specific to your company. When it comes to employee theft, having provisions in place in the event of a problem and communicating your expectations to your employees all play a major part in safeguarding your business.

5. Discuss technology that may help to reduce or eliminate employee theft.

Video surveillance of all employees as they perform their duties can instill an awareness that management watches those videos; kitchen management systems can track where food is going (cooked, sold, scrapped, etc.); automated point of sale software programs, including programs that can be run from tablets and tracking orders by employee ID.