

## Inside this edition

Latest news

Navigating necessary  
redundancies with care

How to STOP your best  
employees from leaving



## Navigating necessary redundancies with care

**You might find yourself one day  
having to make the difficult decision  
to make your employees redundant.**

According to recent research, the number of planned redundancies in the UK has rocketed by a whopping 54% in the 12 months leading up to July. That's a significant leap, totalling 237,017 planned job cuts in 2022/23, compared to 153,635 in the previous year.

If you're considering redundancy, you need to:

### Plan before you act

Any company considering redundancies should plan meticulously. The first step is to determine how many redundancies are on the horizon (if there are 20 or more, you'll need to carry out collective consultation).

Gather all the necessary information that employee representatives will need and ask for. This pre-planning stage is vital because it sets the tone for a well-structured and transparent process.

### Collective consultation

When it comes to collective consultation, it's all about inclusivity. Take the time to properly plan, and don't underestimate the importance of involving all relevant stakeholders. Inclusivity requires transparency and can help reduce some of the anxiety that often accompanies redundancy discussions.

A well-planned collective consultation can typically be wrapped up in two to three weeks (if there are less than 20 employees at risk). It might sound like a tight schedule, but it's doable with the right preparation.



### Selecting the right criteria

The selection process is a part of redundancy planning that requires more careful consideration. Think about your desired selection criteria and scores for employees in pools. This ensures a fair, justifiable, and, most importantly, objective selection process.

You have a certain degree of discretion when it comes to selecting criteria, but they should be as objective as possible. There should be no room for discrimination in any of the criteria. It's all about making the process transparent and fair, so employees understand why you've made certain decisions.

### Support and communication

Handling redundancies is not just about following employment law to the letter; it's also about demonstrating empathy and understanding. Supporting affected employees at this time can make a world of difference.

**If you need further advice or a helping  
hand, get in touch.**

## LATEST NEWS

### Can you help employees who are struggling with childcare?

There's a shortage of childcare workers in the UK, thanks, in part, to the low median salary for these employees. And it's putting working parents under pressure.

Combine that with the cost-of-living crisis we're in, and that pressure turns into a full on crisis for many parents. A quarter of parents say their childcare costs them 75% of their take-home pay each month.

So, what can you do to help?

Start by asking your staff what support they need. And consider a flexible working arrangement that helps parents work around childcare responsibilities.

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***According to new research, the average UK worker has up to £28,000 in stranded pension pots. And 88% of people with workplace pensions have at least one unclaimed.***

### Employee absence is at its highest rate since 2004

A report has found that 2.5 million people in the UK are off work with chronic illness. And while some sectors fare worse than others, there's a tool that can help tackle long term sickness for everyone... absence management software.

Not only can it help track and monitor absence, and provide insights into what's driving absence, but it also automates tasks, which gives you time to support both your sick employees and your workers who are left to pick up the slack.

If you'd like help finding the right absence management software for your business, or more advice on managing absence, we can help - get in touch.

## How to STOP your best employees from leaving

### Retaining your best performers is like holding onto a winning lottery ticket – you don't want to lose it.

But what happens when the glow of engagement starts to dim? Maybe an external opportunity catches their eye, or they start daydreaming about what life might be like in a different role or company. Before you know it, they're discreetly scanning job ads, networking on LinkedIn, and considering their options.

For you, this can be disastrous.

So, how do you stop your best employees from leaving?

Here's a secret: while money is important, it doesn't hold the sole key to employee engagement.

#### Here are some of the X-factors:

##### Positive leadership

Effective leaders set the tone, communicate openly, and foster trust within their teams. Think of them as the influencers of office morale.

##### Positive company culture

When employees find themselves in an environment that aligns with their values, it encourages a sense of belonging and purpose. It's the secret to employee happiness.

##### Pleasant work environment

The physical workspace matters more than you'd think. A comfortable, well-organised, and visually appealing office can significantly impact your employees' daily experience.

##### Prospects for career progression

Providing opportunities for growth - whether through promotions, skill development, or training - keeps your employees motivated to level up.

##### Ongoing learning and development

Encouraging employees to continually improve their skills not only benefits your business but also gives them a sense of personal and professional growth.

##### Feeling valued, trusted, and appreciated

Everyone loves a pat on the back. If your employees don't feel appreciated for their hard work and dedication, they might start wondering if the grass is greener on the other side.

##### Work/life balance

A healthy balance between work and personal life is vital for your employees' wellbeing. Consider it your secret weapon for keeping them happy and motivated.

##### A sense of purpose

Employees are most engaged when they believe their work serves a greater purpose.

Remember, employee retention is an ongoing commitment. By embracing these insights and strategies, you'll not only keep your all-star team intact but also create a workplace that shines even more brightly.

### If I can give you a hand getting started, get in touch.

## Q&A



### My employee accepted a gift voucher from a client, is this bribery and corruption?

If it's reasonable and proportionate (to say thank you for a project, for example) and of nominal value (under £50 in one gift) it's ok. Always consider the intention, value, and timing to decide whether a gift could be considered bribery.



### Do I legally have to provide disabled parking in the staff car park?

Under the Equality Act 2010, disabled parking can be considered a reasonable adjustment, therefore, if it's feasible, you should provide parking for any disabled employee that needs it.



### Can I insist on staff coming to a meeting on their day off?

You can, but unless it's covered in your contracts, you must compensate the employee for this, either with additional pay, or time off in lieu. Also consider how reasonable it is - is it a one off or a regular meeting?



## Let's talk on the phone

### How I can help you:

**Retainer Services** - cost-effective HR support and advice so you don't need to worry, from just £195 + VAT per month.

**Pay as you go** - flexible hourly support when you need it - £80 + VAT per hour.

**Project support** - bespoke support on a wide range of HR issues.

I support business owners and HR departments that don't have the internal resources or expertise.

You know just how important it is to get proactive, responsive HR support, so let's talk.



Set up a 15 minute exploratory call at [www.hrsolveit.co.uk](http://www.hrsolveit.co.uk)



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