

HR SOLVE IT

MONTHLY NEWSLETTER - OCTOBER 2022

Why should HR Solve It be your go to HR provider?



I started my consultancy just over a year ago. My passion is to support local businesses in East Kent to help them drive their business forward. If you feel like HR is a stumbling block to driving your business forward then maybe it is time you got some external support.

As a business owner, you have your own vision, goals, systems, and people within your business. Your team is potentially your biggest asset and you know and understand they can make your business stand out and thrive. My aim is to provide you with straightforward practical solutions that won't tie you up in knots.



F.A.Q

They are always late, what can I do?

Ask yourself does the role need to be time-specific? Can you have a flexible approach to timekeeping that works well for both parties?

Do you have a flexible working policy, or do you have one that needs reviewing?

Talk to your employee, find out what causes the lateness, not all situations are the same and some may provide a suitable reason which cannot be helped, where others may be unjustified.

Ensure you have a fair and consistent approach to monitoring and managing timekeeping and attendance in the workplace.

Need HR advice? Give me a call on 07739 793615

Can I phone an employee when they are off on long term sick?

Yes, it is really important that you keep in touch with the employee. It is useful to agree at the outset how often you will keep in touch.

Can I make an employee take annual leave?

Yes, but you must ensure you give twice as much notice and the leave you wish them to take.

Do I need to offer sight tests to all my employees?

An employee who uses screens for more than an hour at a time can request an eye test specific to the use of a display screen (this is not a full eye-test). The Company will meet the cost of these eyesight tests.

Cost of living crisis

Against a backdrop of soaring prices, UK employers are asking how they can alleviate the financial burden faced by their employees. Evidence shows that financial wellbeing support can help ease the financial concerns your workforce is facing, and there are many ways employers can provide this.

Apart from adjustments to pay, now is the time to review your financial wellbeing policies and benefits packages to make sure they're working as hard as they can - especially for those employees who are likely to be struggling to make ends meet.

- Review your reward strategy - if you can afford to offer a cost-of-living bonus, make sure it doesn't inadvertently do more harm than good for those who claim Universal Credit or Tax Credits.
- Review your financial wellbeing policy if you have one in place - do your people know what help is on offer and how to get it?
- Review your benefits package - is it working hard enough for those most in need? Again, does everyone know what's on offer and how to access it?
- Talk to your managers to ensure they provide the right support to staff through the cost-of-living crisis.
- Empower your employees to be heard - to create an inclusive environment that makes employees feel understood and recognised.
- Build your communication strategy - to establish trust in challenging times and create dialogue between managers and employees.

New Real Living Wage Rates



The Living Wage Foundation has announced a 10.1% increase in the 'real' living wage for UK employees, the London Living Wage has increased by 8.1%. The largest year-on-year rise announced by the Foundation since the first Living Wage rate was launched in 2011.

The new hourly rate, which takes into account the true cost of living, has risen from £9.90 to £10.90 across the UK and from £11.05 to £11.95 for employees in London.

The new rates are now worth almost £3,000 more per year in the UK than the minimum wage, and almost £5,000 more in London. The voluntary Living Wage is the minimum rate paid by more than 11,000 employers across the UK.

This is voluntary – the compulsory National Minimum Wage rates are those that have to be paid but an employer can choose to become a Living Wage employer. It's most definitely something that will attract new employees to your business though, the fact that you recognise and pay the real Living Wage (as a minimum). In the current climate when new members of the team are hard to come by, wages are just one of the ways you can make sure that you're competitive in your marketplace.

The legal minimum hourly rate that employers must pay workers aged 23 and over is currently £9.50. The National Minimum Wage increases on 1st April 2023 but details have not yet been confirmed.

Will your team head back to the office?



A surge of workers are planning to head back to the office this winter in a bid to keep energy costs down at home, research has shown.

A survey by Instantprint, which polled more than 1,000 respondents, revealed that more than four in five (85 per cent) employees found the idea of working from the office more appealing amid the cost of living crisis.

45% of respondents said they would be more likely to commute into the office if they were able to alleviate the impact of high energy bills, with 15 per cent claiming they would choose to work from the office for the whole of winter.

With hybrid proving to be popular in the last few years, the survey has also suggested that up to 15% of businesses no longer have office space to accommodate the return of the full team. If you start to get requests for team members to return to the office you may need to consider what you can support and what changes were made to the contract of employment to support hybrid working.

If you are unclear about what to do if you receive a request for a change in work patterns please give me a call.

www.hrsolveit.co.uk

07739 793515

amanda.nicholls@hrsolveit.co.uk

Follow me on Social media





If you need HR advice please contact me

amanda.nicholls@hrsolveit.co.uk

07739 793615