

NEWSLETTER

1ST EDITION



HR4CONSULTING
YOUR TRUSTED HR PARTNER

Thursday, 28th March , 2024

Dear Readers,
Welcome to the inaugural edition of HR4Consulting's newsletter, the Spring edition! As we embark on this journey together, we're thrilled to share valuable insights and updates that can drive transformative changes in your business.

In this edition, we delve into the intricacies of the Spring Budget and Employment Law updates, offering advice and guidance to navigate these changes effectively. With careers spanning strategic HR leadership and commercial management accounting, we bring a unique blend of expertise to the table, harmonising people management and financial performance to propel your business towards unprecedented success.

At HR4Consulting, our mission is crystal clear: to deliver bespoke consultancy services that not only ensure environmental sustainability and legal compliance but also attract top-tier talent. Whether you're seeking HR support, implementing environmentally conscious practices, or requiring assistance with one-off projects, we're here to streamline solutions tailored to your needs, allowing you to focus on what matters most - running your business.

We're excited about the prospect of collaborating with you and making a meaningful impact on your organisation's journey. Reach out to us today to explore how we can work together to drive growth and prosperity.

Warmest regards,

Kim Fiske, CEO



The first edition is perfect for the Easter celebrations, so let me share some fun facts with you.

Fry's in Bristol produced the UK's first chocolate egg in 1873. The Fry family ran the largest chocolate factory in the world, with Cadbury's appearing two years later.

Cadbury's produces over 1.5 million Crème Eggs every day.

The Easter Bunny comes from a German legend. It was a pagan symbol of spring fertility in pre-Christian Germany. As Christianity spread across Europe, Pagan traditions blended with Christian holidays, and the Easter Bunny laid a nest of colourful (today, chocolate) eggs for well-behaved children on Easter Sunday.

01/05

"surround yourself with people who are going to lift you higher".

Karren Brady CBE



Daylight Saving Time



Be prepared - our clocks go forward an hour on Sunday, 31st March.

Spring Budget 2024

What does this mean to the UK economy and organisations?

- **National Insurance (NI)** From April 2024, NI contributions will reduce from 10% to 8%, and an average salary of £35,000 will save £450 per year.
- **Class 4 NI contributions** for self-employed people and profits earning more than £12,570 will reduce from 9% to 6%.

Welcomed by many, but will this address the current skills shortage and people remaining in work?

From April, the NLW will increase to £11.44, with the age threshold lowered to 21 years.

Where are the employer's savings? If you have found any, let me know!

- **Child benefit** From April 2024, you can earn up to £60,000 (previously £50,000) and keep all your child benefits, which will reduce with higher earnings.

Financial support for working and single families may encourage female talent to stay or return to work, a positive step toward addressing the gender pay gap. Organisations should support flexible working and career opportunities.



Employment Law Updates

Flexible Working Regulation 2023

- The right to request flexible working becomes a “day-one” right.
- Can make up to two applications per 12-month period.
- Employees are no longer required to explain the effect & how this can be dealt with.
- There must be consultation before any refusal.
- The employer must respond within two months.

From 6th April 2024.

Carer’s Leave Regulations 2024

- Introduces a right to 5 days of unpaid statutory leave per year for unpaid carers.
- Entitlement from day one.
- It can be taken in half days, full days, or blocks of time.
- Notice required is twice the time to be taken or three days (whichever is greater).
- An employer can postpone.
- **From 6th April 2024.**

Maternity Leave, Adoption Leave & Shared Parental Leave (Amendment) Regulations 2024

- **Protection from Redundancy – Pregnancy & Family Leave**
- Protection to cover pregnancy and for 18 months following the birth or placement of a child.
- **From 6th April 2024.**

The Paternity Leave (Amendment) Regulations 2024

- Leave and pay can be taken in two non-consecutive blocks of one week rather than in one block of one or two weeks.
- It can be taken at any point in the first year after the birth or adoption of their child rather than only within the first eight weeks after adoption or birth.
- Shorter notice provisions & right to vary dates.
- **From 6th April 2024**

Please make sure your policies and training are up to date.



Employment Law Updates

The Worker Protection (Amendment of Equality Act 2010) Act 2023

- Mandatory duty to take reasonable steps to prevent sexual harassment
- It introduces a duty on employers to take reasonable steps to prevent sexual harassment of their employees.
- It gives employment tribunals the power to uplift sexual harassment compensation by up to 25% if an employer is found to have breached the new duty to prevent sexual harassment.
- **It is expected to come into force in October 2024.**

The Workers (Predictable Terms & Conditions) Act 2023

- Workers & Agency workers will have the right to request more predictable terms and conditions of work where there is a lack of predictability to their working pattern.
- It will be possible to make two applications in 12 months.
- Applications may be rejected on statutory grounds.
- **Expected to come into force: September 2024.**

TUPE

- The requirement to elect employee representatives for employers with fewer than 50 employees and employers of any size involved in a transfer of fewer than ten employees was removed.
- The employer can consult directly with employees when no existing employee representatives are available.
- **Due from 1st July 2024.**

Holiday Employment Rights (Amendment, Revocation & Transitional Provision) Regulations 2023

As of 1st January 2024:-

- Now, only "adequate" records must be kept to show compliance with 48-hour working week & night work under WTR.
- Carry-over provisions codified.
- "Normal Remuneration" provisions codified.
- COVID-19 holiday carry-over rules were repealed (with a short transitional period to enable any accrued leave to be used by 31 March 2024).

As of 1st April 2024:-

- The method of holiday accrual for irregular-hours and part-year workers will be introduced based on 12.07% of the hours worked in the previous pay period. For sick or other family-related leave workers, accrual will be based on average working hours over a 52-week reference period.
- Rolled-up holiday pay is permitted for irregular hours and part-year workers (for leave years starting after 1 April 2024.)



Sustainability in Human Resources

“Firstly, I’m sure you are asking what sustainability is and how it is relevant in a human resources function.”

HR operates on a strategic, operational, and holistic level and understands the importance of HR Planning and strategies to drive your organisation’s success. We ensure you can attract and maintain key talent by introducing sustainability initiatives, a move that can significantly enhance your employer brand. According to a Deloitte survey, 40% of Gen Z and Millennials are willing to switch jobs over climate concerns. We will also help you ensure compliance when bidding for large government tenders. From the 30th of September 2023, you must have a Net Zero Carbon Reduction Plan in place. Without this, you may reduce your opportunity to win new business, a risk our expertise cannot mitigate.

By integrating sustainability into the eight HR practices, your organisation can play a crucial role in shaping a more sustainable future, fostering a positive workplace culture, and attracting socially conscious talent.

Introducing Green HR Practices is crucial, starting with revising your Energy Efficiency by reducing paper with digital automation tools. Implementing Flexible Working, lowering energy consumption from office space, and enhancing staff retention is also urgent in the face of climate change and reducing carbon emissions.

Environmental News

Have you noticed that Easter Eggs are more expensive this year?

Climate change is one of the reasons. Most chocolate is made from cocoa grown in West Africa, but in severe drought conditions, with rising temperatures that soared above 40c, this massively cut yields. Experts say that human-induced climate change has made the extreme heat ten times more likely. Some eggs have risen in price by more than 50%. The shortage of cocoa has seen prices soar to almost \$8,500 (£6,700) a tonne this week.

Cocoa trees are particularly vulnerable to climate change. They grow only in a narrow band around the Equator, about 20 degrees latitude.

Easter Poem



In a garden that is lush and green,
We hide Easter eggs that cannot be seen,
The children are excited and, on the run,
Bellows of excitement and lots of fun,
Oh no, one could not be found,
Found by the dogs, the remains on the ground,
A rush to the vets what a catastrophe,
This can only happen to the Fiske Family,
At least spring has arrived,
Our daffodils and tulips have thrived,
A happy Easter to you and all,
Eat lots of eggs and have a ball!