



HR NEWS ROOM

Enabling businesses to grow & thrive through their people



Inside this edition

Latest news

Building an inclusive workplace

Haus of HR is expanding!

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

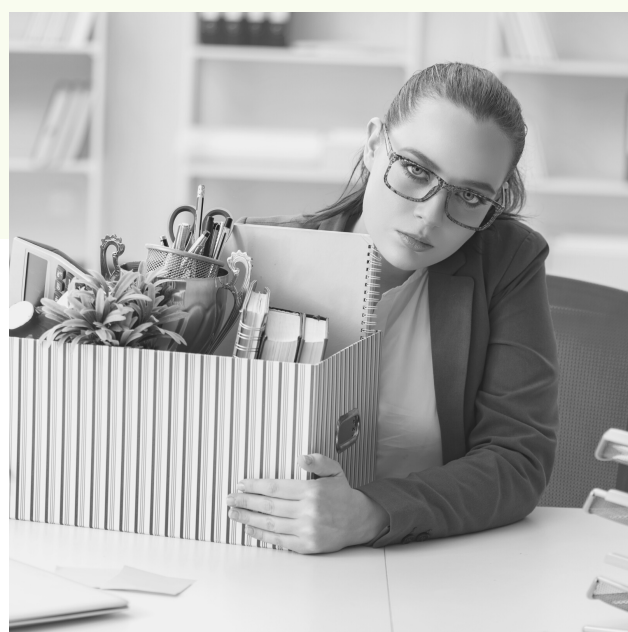
Any company considering redundancies should plan meticulously. The first step is to determine how many redundancies are on the horizon (if there are 20 or more, you'll need to carry out collective consultation).

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. 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

Building an Inclusive Workplace



Building an inclusive workplace is about fostering diversity, equality, and a sense of belonging among employees – and when it's done right, the benefits it gives back to your business are unrivalled.

It's taken a while to evolve, but compared to 10 years ago, we've come on in leaps and bounds when it comes to diversity and inclusion in the workplace – and that's amazing. But there's still work to be done to make this an active ambition, rather than a passive one that just happens of its own accord; especially because it can be a source of fresh inspiration, and new heights of success for your organisation.

[READ MORE HERE](#)

Hot off the press!



Haus of HR is proudly featured in the Northamptonshire Chamber of Commerce and Milton Keynes Chamber of Commerce inbusiness magazine. Our team is excited to share this exciting news, and we're still riding the wave of joy because this year has brought us significant recognition.

[READ MORE HERE](#)

Haus of HR expanding with two stellar additions!

We're thrilled to introduce our dynamic duo:



ALISON ALLEN

Alison, a Chartered Member of the CIPD, brings nearly 25 years of experience in HR and Learning & Development. Her expertise extends to delivering accredited menopause training, mediation, and coaching. Passionate about empowering businesses, Alison enjoys family time and is your go-to for planning adventurous outings or unwinding on a family holiday.



JACKIE THOMPSON

With over 20 years of HR experience, Jackie, a Chartered Member of the CIPD, has worked with various SMEs, crafting HR departments from scratch and developing comprehensive people strategies. Known for sipping tea during workdays and switching to a celebratory G&T on Fridays, Jackie is not just a professional powerhouse but also the life of the party on the dance floor!

Alison and Jackie join our team as HR Consultants, complementing the expertise of our Founder, Rachel Collar, Chief Happiness Officer – Buddy Collar, Kelly Henderson, and Hayley White. Together, we form the dream Team Haus of HR!

Unbelievably, we now boast a collective 101 years of expertise in HR, training, and recruitment!

If your business is ready to grow and thrive through exceptional HR support, a Haus of HR expert is just a call or click away.

[BOOK A FREE HR CONSULTATION](#)

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 okay. 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.



Let's Chat

RACHEL COLLAR - YOUR HR EXPERT

Here are two questions for you:

1. Do you currently have an HR Consultant?
2. On a scale of 1 to 10, how happy are you with them?

If the answer isn't "I'm so delighted I could print 1,000 flyers to spread the word about them", let's jump on a video call

You know just how important it is to get proactive, responsive HR support. That's what we do. And we're taking on new clients.



Set up a FREE 30 minute consultation

[BOOK HERE](#)



CHO Corner

BUDDY - CHIEF HAPPINESS OFFICER

All about me!

Who knew there was such a thing as National Black Cat Day!?!?

Well there is!

Did you know that it takes longer to home a black rescue cat?

I'm lucky that I found my forever home in the Haus of HR after being rescued by Cats Protection..

In true Haus of HR style we celebrated the day in style with some of my fav treats - read more to check out some pawsome photos of other wonderful fur babies!

[READ MORE HERE](#)