



HR NEWS ROOM

Enabling businesses to grow & thrive through their people



Inside this edition
Latest news

Developing Effective
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Reflecting on the hottest
HR topics of 2023

Have you created a plan to improve your employees' mental health?

**Now is the time and we're
here to help...**

Improving your employees' mental health is no longer a warm sentiment, it's business critical.

And that's because mental health affects one in six British workers. It's the leading cause of sickness absence. And it's costing UK employers between £33 billion and £44 billion a year.

The Government has recognised this and commissioned an independent review called "Thriving at Work" to address the issue.

As a result, Lord Dennis Stevenson and Paul Farmer, Chief Executive of Mind created the Thriving at Work Mental Health Standards which sets out six mental health core standards for employers, drawn from best practice and available evidence.

It's a substantial report. Which is why, for your benefit, we have summarised a core standard one for you, as we feel that this will provide you with a great starting point to improve your employees' mental health.



Core standard one: Create a mental health at work plan

Produce, implement and communicate a mental health at work plan that encourages and promotes good mental health of all staff and an open organisational culture.

**Get our guide to
help you by
visiting our
website [here](#)**

**You can read the
Thriving at Work
report [here](#)**



HAUS
OF
HR

**Your business's plan to
improve employees'
mental health**

Taken from the Thriving at Work Mental Health Standards

LATEST NEWS

Tips for Developing Effective Leadership Skills



In Your Business



In today's fast-paced and ever-changing business world, effective leadership is a critical component of an organisation's success – and leadership is not just for managers. Every member of staff can be a leader in their particular field; so everyone needs to understand what the qualities of good leadership need to look like for their role, whether they are a manager or not.

In our latest blog, we will explore six valuable ways that you can enhance leadership capabilities across your organisation, to nurture a culture of growth, engagement, and achievement – and encourage everyone to take responsibility for their area of expertise.

READ MORE HERE

Xmas HR Rocks!



As you may be aware, Rachel has her own radio show - HR Rocks on Stony Radio.

It is a dynamic radio show that combines the best of both worlds: rocking tunes and engaging discussions on all things HR.

Tune in to her latest episode for a sprinkle of festive magic as she shares her Xmas HR insights and top tips for businesses - as well as some rockin' Christmas tracks to get you in the mood for the holiday season ahead!

Hot HR topics hitting the airwaves are....

- Taking part in Christmas Jumper Day
- Setting ground rules for work Xmas parties
- Should you pay your staff early at Christmas
- Keeping your staff motivated in the lead up to Xmas

LISTEN HERE

Reflecting on the hottest HR topics of 2023

As we look back on 2023, it's clear that the world of HR has seen some sizzling trends that have reshaped the workplace. Here's a glance at the hottest topics that have defined the year for us and will continue to impact businesses like yours.

AI: your HR ally

Artificial Intelligence (AI) has firmly established itself as a valuable HR ally. Whether it's streamlining your hiring process, predicting employee turnover or offering personalised training plans, AI has transformed HR operations. Embracing AI can boost your HR efficiency and help you make better data-driven decisions.

Flexible working

2023 has been the year of the to and fro of flexible working. It's a trend that gained momentum during the pandemic and continues to be a major talking point. With employees seeking a balance between remote work and in-office collaboration, implementing a successful hybrid work model has been key. Finding the right rhythm can be a challenge, but it's essential to meet the needs and preferences of your people for a better business all round.

The cost of living

The ever-increasing cost of living hasn't gone unnoticed by your employees. We've taken a proactive approach to address these concerns. Balancing cost-saving strategies while maintaining employee morale has been a delicate task. Successfully navigating these financial waters requires a strategic approach to ensure the financial wellbeing of your people.

Prioritising wellbeing

Employee wellbeing is a fundamental aspect of HR today. It's about creating a workplace culture that cares for both the mental and physical health of your employees. Wellbeing programs, from stress management to mental health support, have become integral to creating a happier, healthier and more productive workforce.

Diversity, inclusion, and equality

Diversity is the spice of the modern workplace. This year, HR has continued to champion diversity, inclusion and equality. Nurturing an environment where every individual feels heard, valued and offered equal opportunities has become a top priority. Inclusivity is not just a goal; it's a powerful driver of innovation and success.

2023 has been a year of transformation and adaptation in HR. From embracing AI to navigating flexible working models and addressing the cost of living, these trends continue to shape the way we manage and support our employees today.

Have you also placed a focus on these things this year? If you need a hand with any of this, [get in touch](#).

Q&A



If I contact my staff outside of working hours, do they have to respond?

Unless your employee's contract specifically states they must be available outside of their usual working hours, no. To help maintain a happy business culture with minimal stress, you should aim to contact your team only within their working hours.

The Christmas party was a disaster, what do I do?

If there was an incident that caused the problem, it's important to tackle it immediately. Speak to the individuals involved to investigate. Consider a team building activity if it's had an impact on relationships. If you need help, get in touch.

How can I make managing my HR admin easier?

Use HR software to reduce the time you spend on HR admin and the stress it can cause. There is a lot of software available, but we can recommend the most suitable for your business – get in touch.



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](#)

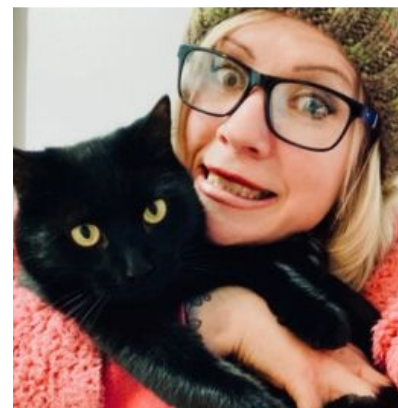


CHO Corner

BUDDY - CHIEF HAPPINESS OFFICER

Do you know my fur mummy?

Well if you don't now's the time to find out what she gets up to in and outside of work...besides smothering me with kisses and cuddles!!



[READ MORE HERE](#)