



# HR NEWS ROOM

Enabling businesses to grow & thrive through their people



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Haus of HR named HR Consulting Firm of the Year 2023 – UK!

Elevate your business by focussing on mental health

## 5 things an expert HR consultant would tell you to do this year

### Taken from The Business Owner's 2024 HR checklist

January is a great time to reset, plan for the year ahead and take action. And in what is set to be another challenging year for business owners, it's essential for you to get the very best out of your team.

That's why we've created a 5-point checklist that includes the most top-level aspects of HR that we, as expert HR consultants, would tell you to look at this year.



#### 1. Make sure you're legally compliant

The quickest way to receive a costly employee claim is by not having the right paperwork in place. Luckily, it's one of the easiest things to fix which is why it's at number 1.

#### 2. Save costs using HR software

Managing employees takes time and this costs money. That's why you should be using HR software to reduce admin time and costs.

#### 3. Use audits and surveys to know what needs fixing

You need insights to help you make the best decisions for your business and that's what internal audits and surveys can provide.

#### 4. Keep employees happy

Employee happiness has a direct link to the productivity and profitability of your business. Happy team, happy business. Sad team, sad business.

#### 5. Work with an expert HR consultant to create your people plan

A people plan is exactly that – a plan on how you're going to manage and leverage your biggest asset to achieve your goals. 2024 is predicted to be a challenging year for business owners, which is why it's important to work with an expert to create a people plan.

Need help getting the best out of your team this year? [Let's have a chat](#)

## LATEST NEWS



### Haus of HR named HR Consulting Firm of the Year 2023 – UK!

We're super proud to announce our latest award win as HR Consulting Firm of the Year 2023 – UK, awarded by the prestigious Business Elite Awards.

This recognition is a testament to the dedication, hard work, and passion that the entire team at Haus of HR invests in serving our clients.

### [READ MORE HERE](#)

## HR Predictions and Trends for 2024



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 – and we think they'll be featuring highly in 2024 too.

Have a look at our predictions for the hottest topics that will continue to impact businesses like yours, and how you might consider responding to them...

### [READ MORE HERE](#)

### 80% of employees feel anxious attending online work meetings

An alarming number of employees have said that they feel anxious about attending online work meetings, a new study has revealed. And, 59% of employees believe that the number of hours they spend in meetings each week could be reduced.

Meetings like this are the fastest way to demotivate your team, which is why it's important to look at how you communicate with your team.

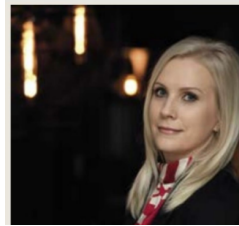
## Elevate Your Business By Focussing on Mental Health

### Are you stepping into 2024 with a mission?

How about elevating your business by focussing on mental health? As we dive into the new year, we're passionate about championing robust mental health and wellbeing strategies for small business owners.

## December 2023 Business Times

In print and online Business Times is published in Northamptonshire for the county's business community [www.Business-Times.co.uk](http://www.Business-Times.co.uk)



### 'A workforce that feels valued is not only happier but also more productive'

Higher productivity and motivation among staff, greater employee engagement and a healthier workforce... all the potential outcomes of a robust mental health and wellbeing strategy in any business. Looking after the mental health of employees has graduated from a 'nice to have' to a 'must have'.

who owns Haus of HR, based in Towcester. "The health and wellbeing of your employees directly impact your business's performance. A workforce that feels valued and supported is not only happier but also more productive."

Mental health strategies are now a linchpin to success, she added and

boosts morale and reduces stress. It should address how to support employees experiencing mental health issues, promote the wellbeing of all staff and tackle the work-related causes of these problems. ■ Employee involvement means staff are more likely to commit to supporting their own mental health and that of their colleagues.

### Why does it matter?

In our Founder, Rachel's latest article in the [Business Times Northamptonshire](#) she breaks it down for you! Creating a solid strategy for better mental health and wellbeing isn't just about a healthier workforce – it's about unlocking a surge in employee engagement, motivation, and productivity.

In the face of today's everyday pressures it's crystal clear: supporting your employees' mental health isn't a luxury but a vital component for business survival and growth. Your team's wellbeing directly impacts your business's performance. A valued and supported workforce isn't just happier; it's more productive.

Looking ahead to 2024, mark our words: thriving businesses will recognise that mental health strategies are the linchpin to success.

### Here are the key takeaways:

**The Cost of Ignoring Mental Health:** Ignoring it costs SMEs billions annually. Investing in mental health initiatives? That's a powerful return on investment.

**Developing a Comprehensive Mental Health Plan:** Boost wellbeing, morale, and cut stress. Address mental health issues, promote overall staff wellbeing, and tackle work-related causes.

**Employee Involvement:** Get your team actively involved. It ensures commitment to supporting their mental health and that of their colleagues.

Contact us to find out how we can enable you to make 2024 the year that you prioritise mental health to make your business thrive

## Q&A



### Can I refuse to let someone go home sick because we're short staffed?

If an employee is too ill to work, it is the employer's responsibility to allow them time off to recover and not put undue pressure on them to continue working. This means that refusing to let someone go home sick because you are short staffed could be a breach of your duty of care.

### Do I have to pay my employees to work overtime?

Employers do not have to pay workers for overtime. However, their average pay for the total hours they work must not fall below the National Minimum Wage. Employees only have to work overtime if it is included in their contract.

### Will the minimum wage increase in 2024?

Yes, National Minimum Wage (NMW), including the National Living Wage (NLW), rates are set to increase from 1st April 2024.

You can find the new rates [here](#).



## 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

### Looking back on 2023....

2023 was our best year yet, and if you missed out on the best bits then check them out [here](#).



And to kick off 2024 I celebrated my 4th birthday on 1st January 🎂🎉 in style!

[READ MORE HERE](#)