



HR NEWS ROOM

Enabling businesses to grow & thrive through their people



Inside this edition

Latest news

URGENT ACTION REQUIRED:
Four BIG employment law changes coming into effect in April 2024

Your own oxygen mask first?

5 ways to reduce stress in your business

URGENT ACTION REQUIRED:

Four BIG employment law changes coming into effect in April 2024

This April, we see a huge wave of employment law updates coming into effect.

We haven't seen so many updates happening at once for a very long time.

For this reason, it's incredibly important for you to be aware of these changes and take action to ensure you stay compliant and protected.

Here is a list of employment law updates that you need to be aware of:

1. Protection from Redundancy (Pregnancy and Family Leave) Act 2023

Extended protection for pregnant employees and the introduction of one week of unpaid leave for carers. Employers may need to update policies and train staff accordingly.

2. The Carer's Leave Act 2023

This Act ensures carers will qualify for one week of unpaid leave per year, available from day one of employment. Employers should update policies and consider how to handle these requests fairly.

3. Employment Relations (Flexible Working) Act 2023

Employees gain the right to request flexible working from day one, with an increased limit of two requests per year. Employers should update policies, train managers and promote a supportive, flexible working culture.



4. The Paternity Leave (Amendment) Regulations 2024

Employees will be able to take statutory paternity leave at any point in the first year (previously it was only allowed during the first 8 weeks) and will be able to split it up into two separate blocks of one week. You will need to update your policies and procedures and communicate through the business accordingly.

Other changes include:

- > Calculating holiday pay and leave
- > National minimum wage rises
- > Changes to statutory maternity pay and sick pay rates
- > Changes to the age criteria for being auto-enrolled in a pension scheme

Our latest guide covers everything you need to know about these changes. Get in touch for your FREE copy.

LATEST NEWS



Have you ever wondered what sets executive coaching apart from business coaching?

Well, we're on a myth-busting mission to clear up the confusion! In our latest blog, we reveal the truth behind executive coaching and what goes on in the Haus of Coaching.

Don't miss out on this insightful read click the link below to learn more!

[READ MORE HERE](#)

Celebrating International Women's Day at the House of Lords!



Rachel Collar, Founder of Haus of HR attended a special International Women's Day reception at the House of Lords last month, recognising her strong contribution to entrepreneurship.

Rachel joined inspirational female founders from across the UK who have been selected for Small Business Britain's annual #iAlso100 line-up.

Forming part of Small Business Britain's f:Entrepreneur campaign, the #iAlso100 champions the unique impact of multi-achieving female business owners, who lead purpose-driven businesses and support their communities along the way through volunteering, mentoring, and other community initiatives.

[READ MORE HERE](#)



5 ways to reduce stress in your business

April marks Stress Awareness Month, making it the perfect time for business owners to prioritise employee well-being

After all, stress reduction is not only beneficial for individuals, but can significantly impact productivity and profits.

By acknowledging and actively addressing stress, businesses can create a healthier and more productive work environment.

Here are some things you should be doing:

1. Promote open communication:

Encourage employees to express concerns and provide a platform for open dialogue. A transparent environment breeds trust and reduces anxiety.

2. Implement flexible working:

Offer flexible working arrangements to accommodate personal needs. This promotes work-life balance and reduces stress associated with rigid schedules.

3. Provide wellbeing resources:

Offer stress-management workshops, counselling services or wellness programs to support employees in managing stress effectively.

4. Establish clear expectations:

Clearly communicate roles, responsibilities and expectations. Uncertainty contributes to stress, so providing clarity helps employees feel confident and secure.

5. Encourage breaks and relaxation:

Encourage regular breaks and provide spaces for relaxation. Short breaks can enhance focus and alleviate the build-up of stress throughout the day.

Adopting these simple strategies will reduce stress amongst your team, leading to a healthier, happier and more productive workforce. If we can help you with implementing them, get in touch.

Q&A



Can I suspend someone while investigating a grievance or disciplinary?

Yes, you can suspend an employee while investigating a grievance or disciplinary matter. However, it should only be considered if there is a genuine concern that allowing the employee to remain in the workplace could be detrimental to the process or pose a risk to the company or other employees.

Can I make changes to the contracted days for my part-time staff?

This generally requires their agreement, as it involves a variation of their employment contract. Consult with the affected employees, explaining the reasons for the proposed changes and considering any impact on their work-life balance. If an agreement cannot be reached, you may need to follow a formal consultation process.

Does a promotion need to be advertised within the company?

While there is no legal obligation to advertise a promotion internally, doing so is considered good practice and promotes transparency and fairness.

Internal promotion opportunities should be communicated to employees to allow individuals to express interest and apply.



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

How to spread happiness at work

Last month saw one of my favourite days - the International Day of Happiness!

At Haus of HR we believe that if you want your business to be successful and hit its goals, then the happiness of your people is key.

Check out my appearance in our latest video where we share some of ideas to spread a little extra happiness in your workplace!



[FIND OUT MORE HERE](#)

