

HR UPDATE

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MERRY CHRISTMAS AND ALL THE BEST FOR 2025!

As the festive season approaches, we'd like to extend our warmest wishes to you and your team.

This time of year is perfect for reflecting on successes, preparing for new opportunities, and recharging for the year ahead.

Whether you're planning to build stronger teams, enhance workplace culture, or simply stay ahead of the ever-changing HR landscape, we're here to help when you need it.

Wishing you a Merry Christmas and a prosperous New Year.



Meet **Lola**, Chief Happiness Officer





How 'Organisational Design' will support your success in 2025

2025 is just around the corner and lots of business owners we know are already planning ahead.

You're likely using this time to take stock of the year to date, looking at your goals for 2025 and thinking about what you need to do to get there.



An important part of this process is reviewing your 'Organisational Design'.

HR consultants use this term to describe how your business operates from a people point of view.

It involves figuring out the best way to arrange your teams, roles and workflows so that everyone knows what they need to do, how they fit into the bigger picture and how they can work together efficiently.

Want to make 2025 your most successful year to date?

Organisational Design is a vast task that can be daunting. This is where an expert HR consultant can help you.

Get in touch and we can discuss ways in which we can support you to enable you to have your most successful year yet.



For you, Organisational Design is about asking questions like:

? Are my employees in the right roles and do they know what's expected of them?

? Is communication flowing easily between departments?

? Are decisions being made quickly and effectively, or are there bottlenecks?

? Are my processes and systems set up in a way that helps the business to move towards its goals?



Younger generations demand greater corporate action on social issues

A new report reveals that over half (53%) of Gen Z and Millennials expect businesses to take stronger stances on social issues, such as racial inequality and abortion rights.

This is a sharp increase from 39% in 2021, with many now believing companies are falling short in this area. Younger generations prioritise organisations aligning with their values, opting for those emphasising diversity, equity, inclusion (EDI), transparency and employee well-being.

EDI is especially important for Gen Z and Millennials when choosing employers, with 57% supporting racial and gender targets.

The report stresses that businesses must back their words with actions and see purpose as a moral responsibility rather than a corporate advantage for long-term success.



<https://www.peoplemanagement.co.uk/article/1891920/majority-gen-z-millennials-call-greater-corporate-action-social-issues-report-finds>

The perks of the job...

A new study has revealed that nearly half of UK job adverts promote statutory requirements and basic amenities as workplace benefits. The study found that 46% of current job listings highlight legal entitlements, such as 'company pension' (124,589 mentions), '20 days holiday' (2,000 mentions) and 'statutory sick pay' (253 mentions), as key reasons to join.

Additionally, employers present standard amenities like free or on-site parking as perks, with mentions in over 161,000 ads. Basic offerings, like free tea (1,078 mentions), fruit (675 mentions) and even water, are also being marketed as benefits.

These perks do little to attract or retain top talent. Meaningful perks, flexible working and genuine support are needed to build a positive workplace culture that engages and retains employees.

<https://hrnews.co.uk/research-reveals-almost-half-of-uk-employers-disguise-statutory-rights-as-workplace-benefits/>



1 in 4 UK workers penniless before payday



A survey by Ciphre has revealed that one in four UK workers ran out of money at least once before payday this year, with younger employees particularly affected by the cost-of-living crisis and more likely to have taken out loans or moved in with family to save money.

Many employees have also worked while unwell due to fear of losing wages, with 55% of 18-24-year-olds doing so.

It is crucial to support employees' mental and financial wellbeing more than ever, even if you cannot afford to offer additional company sick pay schemes etc.

<https://hrnews.co.uk/one-in-four-workers-broke-before-payday-research-finds/>

Some recommended actions include:

- Providing benefits that focus on supporting employees' health.
- Allowing flexible work arrangements can help to alleviate employees' stress during illness or financial hardship.
- Being understanding and compassionate when employees need time off due to illness can reduce the mental stress associated with financial and physical difficulties.



According to research published in September 2024, 73% of UK employees would take a pay cut in exchange for working four days a week.

The proportion of employees who would sacrifice part of their salary for a four-day week is growing, up from 65% in 2023.

<https://www.hrmagazine.co.uk/content/news/three-quarters-of-employees-would-take-a-pay-cut-for-four-day-week>

Get in touch for support with implementing these into your business





Employee surveys are one of the most powerful tools you can use as a business leader

As a business leader, one of your jobs is to make big, difficult decisions.

When making a decision, you look at all the information available to you so that you can make the best, most informed decisions.

And when it comes to making decisions about your people, it's important to use the same care and due diligence because they're your greatest asset.

Employee surveys are the answer, giving you the insights you need to make the best decisions for your team.

They're one of the most powerful tools you can use as a business leader.

They help you to bridge the gap between what you think is going on and what is actually happening - because the two can often mean very different things.

Benefits of employee surveys

- Identify weaknesses and build on strengths.
- Monitor engagement levels and take action.
- Understand the strengths and weaknesses of the organisation.
- Identify how different parts of the organisation compare.
- Understand how motivation is changing over time.



To ensure you get the best insights from your survey and to convert findings into a great action plan, we're here to help.

Get in touch for a confidential chat today.





QUESTIONS & ANSWERS



What's an "off the record" conversation?

An "off-the-record" conversation is meant to stay confidential and not be used later in formal claims or disputes. However, there's no guarantee it won't be repeated. It's important to understand the distinction between "protected" and "without prejudice" conversations, always act reasonably and keep a private record of what was discussed. We would always recommend seeking advice before attempting an 'off-the-record conversation' with an employee.

Should I be paying a Christmas bonus?

Paying a Christmas bonus is a great way to reward staff and boost morale, but it's only a legal requirement if specified in the employee's contract. If it's part of the contract, then depending on the wording, it becomes a binding obligation. Otherwise, it's entirely at the employer's discretion.

Should I pay my employee during bereavement leave?

There is no legal obligation to provide paid bereavement leave, except in cases of parental bereavement leave when an employee loses a child (or pregnancy after 24 weeks). However, many employers choose to offer paid leave, often referred to as 'compassionate' or 'bereavement' leave, based on company policy or the employee's contract.

You can also agree with the employee to treat the leave as sick leave, paid holiday or unpaid leave, depending on the situation. If taken as sick or holiday leave, usual pay should apply.

What's the difference between banter and bullying?

Banter is all about light-hearted, playful teasing that's mutual and doesn't cross the line—everyone's in on the joke and no one gets hurt. On the flip side, bullying is targeted, mean-spirited, and aims to upset or put someone down, often with a power imbalance in play. It keeps going even when the targeted person isn't okay with it.

The big difference? Banter respects boundaries; bullying doesn't.

