

HR MATTERS

APEX HR MONTHLY NEWSLETTER



**This month,
we're looking at:**

- WORKING FROM HOME
- KEY EMPLOYMENT LAW CHANGES COMING IN APRIL
- POSITIVES FROM THE CURRENT SITUATION



Working from Home

Many people are having to get used to working from home, and fast! Whether you've never worked from home before, or you're now trying to manage a team remotely for the first time, this may take some getting used to. However, there are plenty of ways that we can make this feel as normal as possible.

Thanks to modern technology, there are a huge amount of people who are now able to work from home, and communicate with people through Zoom, Face Time, Skype etc. Human interaction is key to maintaining mental health while self-isolating. Apex is built on human relationships, and while we'd rather be meeting people in person, video calling is proving to be the next best thing. Communication is key between teams at this time. We also advise that you try to create a routine while working from home: have set working hours and lunch times. If you can have a designated work space that would also help it become more normal and will help to stick to your routine.

Key Employment Law Changes coming in April

HERE ARE SOME OF THE KEY EMPLOYMENT LAW CHANGES THAT ARE COMING IN APRIL.

1) Parental Bereavement Leave.

- If a parent loses a child under the age of 18, or suffers a still birth after 24 weeks of pregnancy, they will be entitled to two weeks leave. This leave will be paid at £151.20 per week, although you could choose to pay the team member in full.

2) Written Statements

- You will now need to provide any new starters with a written statement of particulars on or before their start date. The written statement will need to include: hours and days of work, any entitlements to paid leave, any other benefits, details of their settling in period, and any training provided.

3) Agency staff will be entitled to a written list of important information

- This will include: their type of contract, their hourly rate, who will pay them and how they will be paid, any deductions that will be taken, any benefits they may be entitled to, and any annual leave they may be entitled to.

4) How to determine a week's pay

- The reference period for determining a week's pay will be extended from the previous 12 weeks to the previous 52 weeks.

5) Tax

- IR35 (tax legislation) will be extended to the private sector from April 2020. You will be responsible for determining the employment status of any team members for tax purposes. We strongly recommend that you review any off-payroll workers before the new rule comes in! Apex will be happy to support this.

6) Informing and Consulting employees

- The threshold required for a valid request to negotiate an agreement on informing and consulting with employees will be lowered from 10% to 2% of employees, subject to the existing minimum of 15 employees. (This is a technical change that is unlikely to have an impact, but we wanted you to be aware)

Positive things to come from the current situation

DESPITE THE CURRENT SITUATION WE ARE IN, WE WANTED TO FOCUS ON SOME OF THE GREAT THINGS THAT HAVE HAPPENED RECENTLY.

- The round of applause for the NHS. It was so good to see the country come together in appreciation of all of the heroes and heroines who put themselves at risk everyday to help us.
- So many people have come together to provide free services for businesses in need. The business community has really come together to support each other in order to ensure that we can all bounce back.
- The government has come out with some really beneficial programmes in order to support businesses and preserve jobs. Businesses and the government clearly share the same goal, and want businesses to bounce back stronger.
- The general public have been very supportive of small businesses, and have been buying vouchers to use when the country returns to normal.
- Local communities have been supporting each other, people have been shopping for the more vulnerable groups, and have been keeping each other company through Whatsapp chats for neighbours.
- Dogs and cats have been involved in team meetings through video calls!

TOP TIP OF THE MONTH

WHILE YOU ARE AT HOME FOR THE FORSEEABLE FUTURE, TAKE UP A NEW HOBBY THAT YOU HAVEN'T HAD TIME TO TRY BEFORE, NOW IS YOUR CHANCE!