



# HR MATTERS



LinkedIn

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[www.apexhr.co.uk](http://www.apexhr.co.uk)

**ApexHR**  
HR, but done the human way

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As a team, Apex want to reassure you that we are always here to support you even during the christmas period.

Our team will be finishing for a well deserved festive break with our loved ones with our last working day being on the 22nd December and returning on the 6th January 2021

During this time we are contactable for any emergencies that arise

Please contact your Apex Team member should you require immediate help.

We are trying to build our google reviews up as they really make a difference to a small business like ours. If you are feeling kind we'd love you to leave us a review ☺

As a business we are always happy to reciprocate with reviews - just let us know how we can support you back !

## Keep The Festive Spirit Alive

The festive season is fast approaching, and with the uncertainty of whether organisations are able to have their annual Christmas shindigs this year, we have come up with some alternative suggestions so that teams in organisations can still enjoy what has been a tough year for many.

Rather than cancelling the work Christmas festivities completely how about considering one of the following depending on your local tier.

- Have an outside space with a hired marquee/igloo heaters, hog roast/hired food & Drink vans.
- Have a company lunch or dinner within the office engaging with outside caterers and decorating the space with festive cheer, maybe add an award afternoon/evening
- Small number of people arranging a company meal out to a local restaurant
- Host a company virtual drinks and games evening from the teams own homes, you could make it themed.

It's important for organisations to recognise the support and hard work teams have demonstrated throughout a difficult time. By organising a positive event at the end of a hard year, teams will naturally feel valued and appreciated. "



## UK Visa Sponsors

In August we let you all know about the upcoming deadline for the EU settlement scheme which relates to Brexit.

Businesses across the UK this week have been receiving letters from the Government stating that if we leave the EU without a deal employers may need to become UK Visa Sponsors.

There is no clear information or guidance available yet but here is the link to the Government page that explains what we know so far.

<https://www.gov.uk/uk-visa-sponsorship-employers>

If you would like us to re-send you the simplified information we put together on the EU Settlement Scheme just pop us an email.

We will of course update you as needed and are here to support and work with you through these necessary changes.

## Resilience & Adaptation

What a year it has been. The challenges have been like no other.

We have been in awe of the fantastic teams of people we work with as we witnessed them adapt in order to survive. It has been our pleasure to walk beside you as you navigate your way through these unprecedented times. We have endeavoured to arm you with information and resources, support and guidance. We have listened, we have cared, we have encouraged and reassured. We have been standing behind you with our hands resting on your shoulders, that extra source of strength, reassurance and guidance when you have needed it.

We commend your resilience, your perseverance, your ability to assess, review and adapt. You have done a fantastic job at getting through this year. You're here, you're still standing and that is no mean feat.

We hope you manage to enjoy some down time over the Christmas period. You deserve some rest and relaxation after being in survival mode all year.

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## Local Events

2020 has been tough for many reasons and Christmas this year will certainly be different for many of us but Christmas is not cancelled - why not get into the festive spirit and visit one of these local events

<https://www.wondernights.co.uk>

Explore a place where imagination knows no end, There are fairies and pixies who would love to be your friend. Meet a dragon or a friendly ELF that can cast a happy spell. There are so many characters with so many tales to tell!

<https://www.shipwreckcharlestown.co.uk/events/tunnel-of-lights-2020>

The Shipwreck Treasure Museum's highly popular Tunnel of Lights Christmas event in Charlestown is returning in a socially-distanced format for 2020 from 3rd December. Building on the huge success of creating the UK's longest underground tunnel of festive lights in 2019, this year promises to be even bigger, bolder and brighter. More than five kilometres of cable and over 50,000 lights are being used to transform the subterranean passageways into a festive wonderland.

**We look forward to continuing to support you and your people in any way you need us in 2021.**

**Wishing you all a restful Christmas and a happy and healthy New Year.**

