



### Covid update and guidance

Whilst it is now no longer a legal requirement to self-isolate if you have Covid-19, as an employer, you do have a duty of care to your team and therefore it is down to you to put guidance and expectations in place to create a safe working environment (both physical and mental) for your team.

You may choose to promote and reinforce the government's encouragement for people with Covid-19 symptoms to exercise personal responsibility and consideration for others and you could extend this to people who are asymptomatic but aware that they do have the virus.

Just as you would not expect nor want someone coming into the workplace and sharing space with others if they were to have a contagious virus such as the flu, for example, the same would go for someone with Coronavirus.

If a member of the team becomes aware of the fact that they have the virus and is well enough to work, you may ask them to work from home if they are able to.

It is normal and expected for people to be anxious about the lifting of self-isolation restrictions after living in fear of the virus and its impact on people's health and lives for the past two years. We would advise to exercise understanding and encourage others to do the same during this period of transition.

You may consider upholding health and safety precautions such as social distancing, keeping shared spaces well-ventilated via open windows, temperature testing and access to hand sanitiser to limit spreading of the virus and promote a feeling of reassurance for team members.

### Post COVID; a boost for Wellbeing.

According to Research from GRiD, the industry body for the group risk protection sector; nearly two thirds of employers feel a greater responsibility for their team's wellbeing. This is shown in support across four key sectors: physical health, mental health, social and financial wellbeing.

In research conducted between the 14th and the 26 of January 2022, of 501 HR decision makers, it was found that:

- 59% of Employers felt more responsible for the team's mental wellbeing
- 57% felt more responsible for the team's physical wellbeing
- 56% felt more responsible for the team's social wellbeing
- 50% felt more responsible for the team's financial wellbeing

Unfortunately, there has also been a decline in employee wellness, which found in research conducted across 1,212 UK workers between the 14th and the 18th of January.

With a 38% rise in the prevalence of mental health conditions, a 27% rise in the prevalence of physical health conditions, and a 27% rise in financial instability. Leading to 42% of the workers surveyed stating that they expected more support from their employers.

In a time of unprecedented challenge, employers are starting to be more proactive in the maintenance, and improvement of their team's wellbeing. Whilst there is a long way to go, we can all do our bit in making the UK employment landscape a better place.



## Planning for success in 2022

\*\*\*RE SCHEDULED DATE \*\*\*

### Due to Covid related staff shortages at Landhydrock our event had to be postponed.

We would like to invite you to join us at Lanhydrock Golf Club on Tuesday 22nd March 10am-4pm where we will be asking - what does success look like for you this year?

It's an opportunity to come and meet likeminded business owners to explore and build a plan for next year.

We all know that we should be working more on our businesses rather than in them and this is an opportunity to do just do that.

We will be covering areas such as goals, vision, finance, your people, and systems.

By the end of the day, you should have everything you need to formulate your plan for 2022.

Alongside our very own Kevin Miller you will hear from - Paul Miller - Cornish Accounting Solutions Ltd and Marianne Page who is author of bestselling books, Simple Logical Repeatable, Mission: To Manage, Process to profit and the McFreedom Report.

Marianne has 27 years' experience of working with McDonald's under her belt, and a further ten, working with successful small business owners, helping them scale, grow and occasionally sell their business.

The cost of the day, including lunch, is £85 with the surplus over costs going to local charities. A great investment to start the year off. The link to register is below.

<https://www.eventbrite.co.uk/e/planning-for-success-in-2022-tickets-260052272347>

## Employment Law changes and updates

From 5th April 2022, There will be an increase in the national living/minimum wage rates.

	Current rate	Rate from April2022
National Living Wage	£8.91	£9.50
21-22 Year old	£8.36	£9.18
18-20 Year old	£6.56	£6.83
16-17 Year old	£4.62	£4.81
Apprentice Rate	£4.30	£4.8

From 3rd April 2022, Statutory maternity, adoption, shared parental, paternity and parental bereavement pay will increase from £151.97 to £156.66 per week

From 6th April 2022, Statutory sick pay will increase from £95.35 per week to £99.35 per week.

## Checking an individual's right to work using the temporary COVID-19 adjusted check measures

Up to and including 30 September 2022, if you are carrying out a temporary adjusted check, you must:

- ask the worker to submit a scanned copy or a photo of their original documents via email or using a mobile app
- arrange a video call with the worker – ask them to hold up the original documents to the camera and check them against the digital copy of the documents, record the date you made the check and mark it as “adjusted check undertaken on [insert date] due to COVID-19”
- if the worker has a current Biometric Residence Permit or Biometric Residence Card or has been granted status under the EU Settlement Scheme or the points-based immigration system you can use the online right to work checking service while doing a video call – the applicant must give you permission to view their details. From 6 April 2022, all biometric card holders will evidence their right to work using the Home Office online service only. You will no longer be able to accept physical cards for the purposes of a right to work check even if it shows a later expiry date.