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## Modern Working Practices in the 21st Century

"Good Work: The Taylor Review of Modern Working Practices" is an independent review by Mathew Taylor, Chief Executive of the Royal Society of Arts which looked particularly at workers in the gig economy and makes several interesting recommendations covering many aspects of employment. The review's recommendations strive to replace 'bad work' that is 'insecure, exploitative and controlling' with a new vision of 'good work', however some believe that the recommendations for change do not go far enough and described the report as a "missed opportunity".

### Dependent contractor status

The Taylor Review proposes that a new category, 'dependent contractor', should replace the current 'worker' status. This would enable a clearer distinction between workers who are genuinely self-employed but deliver services personally, and workers who are, in effect, dependent on the business they work for. In determining employment status, the issue of 'control' is crucial. With the new recommendation, the balance of control lies with the employer, the 'dependent contractor' would qualify for greater protection, such as sick pay and holiday pay.

### Limitation of zero hours contracts

The Taylor Review doesn't recommend a ban on zero hours contracts however it does recommend that zero hours contracts should be limited to 12 months. The review recommends that workers would be able to request a guaranteed hours contract after a 12-month period. The guaranteed contract would be based on the hours they had worked in the previous year and would enable workers to become eligible for additional employment benefits and protection. The review further recommends that in the instance where agency workers had been placed with the same hirer for 12 months, they would then be able to request a direct contract of employment. Organisations that link workers with customers that require a service may have to provide evidence that their typical worker is being paid 1.2 times the national minimum wage. This would help to counteract a minimalistic approach in relation to flexibility where workers on zero hour contracts do not receive the same benefits as full time employees such as sick pay, holiday entitlement and pensions provision.

### Measuring future success

The Taylor Review acknowledges that: "Ensuring all work is fair and decent with realistic scope for development and fulfilment is not a one-off task". Making the changes will be complex but necessary. Frameworks and mechanisms are needed to ensure



lasting change and over the coming year, Government should publicly commit to delivering quality work and be responsible for reporting success against a set of metrics on an annual basis. The first report in 2018 would then act as a baseline for measuring future success.

### What next?

You can view the "Employment Status and the Gig Economy" webinar recording at: [www.hrsolutions-uk.com/services/employment-status-gig-economy/](http://www.hrsolutions-uk.com/services/employment-status-gig-economy/)



## Cyber Security and Data Breaches

### Data Security

As a business HR Solutions takes data security very seriously, and we already have robust systems and procedures in place to protect client data. Earlier this year, we embarked on a further review of our overall security arrangements, both physically and digitally. This has resulted in a few enhancements to our operating procedures, and access to our offices. As part of this review, we also decided to go for Cyber Essentials to benchmark what we have been doing with a view that we would hopefully also become Cyber Essentials certified. I am pleased to be able to tell you, that HR Solutions successfully achieved Cyber Essentials on 3rd July 2017.

### Cyber Essentials

**Cyber Essentials is a Government backed cyber security certification scheme that sets out a good baseline of cyber security suitable for all organisations in all sectors. The scheme addresses five key controls that, when implemented correctly, can prevent around 80% of cyber attacks.**

In addition to achieving Cyber Essentials, and partly due to the changing landscape in relation to Cyber Attacks, we have enhanced our staff training and awareness in relation to Phishing, Malware and Social Engineering. This is an ongoing programme that continually educates our staff, through a series of online training and workshop based events.

### ISO 27001 – Information Security

Internationally recognised ISO/IEC 27001 is an excellent framework which helps organisations manage and protect their information assets so that they remain safe and secure. It helps you to continually review and refine the way you do this, not only for today, but also for the future.

As a business we take the protecting of client data very seriously, and as we believe we have strong processes and procedures in place, we have started down a path to achieve ISO 27001 (Information Security). In part this is for us to be able to be recognised for the processes we already have in place, but also to be able to provide reassurance to our clients.

“As I am sure you are aware, the General Data Protection Regulations (GDPR) will come into effect in May 2018, which will also alter the environment that we work within, and all the steps we are taking will

ensure that our approach to information and data security enables us to be fully compliant with these new regulations.

Obviously, as a client of HR Solutions, and an employer of staff, you will also have duties and requirements under GDPR, of which we have already run a series of articles and webinars about, but we shall also be rolling out a step by step guide as to what we recommend you do in the coming months.

If you wish to discuss our approach to Data Security in more detail, or how we might be able to help you further in relation to Data Protection and GDPR, then please do not hesitate to contact either myself or a member of our team.”

Greg Guilford  
CEO

### Data Breaches in Practice

We only need to review the impact of the NHS Ransomware/Malware attack earlier in 2017 to understand the impact that cyber-attacks can have on a business. These attacks not only damage the day to day operation of the organisation, but can have wider consequences should they result in a data breach. Under the incoming General Data Protection Regulations (GDPR) there are hefty fines associated with data breaches.

*“In December 2016 a US Company was the subject of a ransomware attack which occurred when an employee conducted research on a trusted website that had been compromised by a malicious software known as ransomware. The ransomware infiltrated the employee’s computer, which was connected to the company’s network, allowing access to a variety of files – some of which included sensitive, personal information of current and past employees.*

*Although the system was compromised for less than 30 minutes, data elements such as names, Social Security numbers, addresses, benefit elections, and, in a few instances, bank account numbers were potentially exposed.”*

In the age of such Cyber Attacks it is important that not only does the IT function play its part in ensuring the IT infrastructure is set up to be able to defend against such attacks, but that also staff are fully educated on how such attacks can happen, and encourage them to be vigilant when browsing the internet or clicking a link in an e-mail that they don’t recognise.



## GDPR and HR

The General Data Protection Regulations (GDPR) are due to come into effect from May 2018, and whilst the Data Protection Act has been around for many years already, the GDPR does somewhat enhance the obligations and duties of both a Data Controller and Data Processor.

We have run a series of webinars on GDPR and will continue to do so to ensure that our clients are fully prepared for these changes.

Some key action points to take are to:

- Review current policies and procedures to ensure that they cover the wider GDPR requirements; this might also be a review of how IT services manage information.
- Review current privacy notices, and how consent is managed. This can include recruitment or new hires, and if you use a HR or recruitment software provider, this will mean that your provider also needs to be able to demonstrate compliance with GDPR.
- Review how you deal with Subject Access Requests (SARS), as you will no longer be able to charge for these; the implications are also much wider reaching in terms of scope and timescales to respond.
- Review how you manage employee data. Does it comply with GDPR, and how would you be able to deal with 'data rectification' requests, and 'the right to be forgotten'?
- Consider how you will deal with the required breach notification requirement?

We encourage you to consider the above action points, and conduct a comprehensive gap analysis (business wide) in relation to how you manage data, as well as the procedures and documentation you use to manage data. Once you have conducted this gap analysis, you will have an understanding of the work that needs to be done. To ensure compliance is demonstrable throughout your business we recommend that you train all staff, particularly those that will have access to data (client's or staff) on the new procedures.

We will be updating our documents ready for the changes in 2018, in the meantime please refer to the webinar recording at: [www.hrsolutions-uk.com/impact-gdpr-hr-personal-data](http://www.hrsolutions-uk.com/impact-gdpr-hr-personal-data)

Get in touch with us if you would like any advice or help regarding managing data or setting up procedures and documentation to manage your data.



## Pensions Auto Enrolment

Your staging date for pensions auto enrolment will be determined by the size of your business. All existing companies should have enrolled employees by April 2017 followed by new employers requiring enrolment by February 2018. Some companies may have also hit the re-enrolment stage which is every 3 years from their initial staging date. Staging dates can be checked on The Pension Regulator website under the employers section at: [www.thepensionsregulator.gov.uk/employers/staging-date.aspx](http://www.thepensionsregulator.gov.uk/employers/staging-date.aspx)

If you are an employer and you are still unsure of either your staging date, which of your employees are eligible, or what your responsibilities are then we advise you to get in touch with us if you are our payroll client, or get in touch with your own payroll provider.

The following are the automatic enrolment dates:

Employer size (by PAYE scheme size) or other description	Automatic Enrolment duty date
New employers Apr 2012 to Mar 2013	1 May 2017
New employers Apr 2013 to Mar 2014	1 July 2017
New employers Apr 2014 to Mar 2015	1 August 2017
New employers Apr 2015 to Dec 2015	1 October 2017
New employers Jan 2016 to Sep 2016	1 November 2017
New employers Oct 2016 to Jun 2017	1 January 2018
New employers Jul 2017 to Sep 2017	1 February 2018
New employers Oct 2017	Immediate duty



## Managing Stress – A Practical Approach

Stress at work is a topic not to be underestimated. The Health and Safety Executive's (HSE) annual statistics show that 25.9 million days were lost in 2015/16 due to work-related ill-health. Half a million workers were absent from work due to work-related stress, depression or anxiety.

Not only can stress result in absences, but it can also result in poor performance, low morale, accidents and claims against the employer. Training managers and supervisors to recognise the symptoms of stress and to take appropriate action to manage this, if workplace related, is of paramount importance to the efficiency of an organisation.

### Definition of stress

According to the HSE, stress is not an illness but a "state". Stress may become an illness if it is excessive and prolonged and a mental or physical illness develops as a result. There is a big difference between positive pressure which can lead to increased productivity and the harmful negative effects of pressure. The Health and Safety Executive defines stress as: "the reaction people have to excessive pressures or other types of demands placed on them. Stress arises when employees worry that they cannot cope."

### Recognising the causes and symptoms of stress

Managers should try to find out what is causing the stress and consider what can practically be done to help the employee. Stress can arise for a wide variety of reasons. The warning signs are often a change in the employee's normal behaviour, attendance or attitude. The most common signs of stress are: declining performance, failure to meet deadlines, loss of motivation, poor concentration, chronic tiredness and depression, anxiety attacks, headaches or migraines, excessive drinking or smoking and other 'out of character' behaviour.

The HSE has identified the main causes of stress at work, of which all managers should be aware, as:

- workloads (either too heavy or too light)
- the level of control employees have over how they carry out their work
- the support employees receive from their managers

- the clarity of an employee's role in the organisation
- the nature of relationships at work.

Other causes of stress might be external relationships, organisational change or restructuring and management styles.

### Minimising stress in the workplace

As an employer, under your duty of care, there are a number of practical things that you can do to minimise stress. The Health and Safety Executive recommends that employers should undertake regular stress audits and should nominate a senior manager with health and safety responsibilities to cover matters such as stress.

A proper risk assessment should be undertaken, and incidents of stress should be recorded and procedures implemented for dealing with these. Employers should consider whether any features of any particular job or work environment within their organisation might give rise to stress.

Managers should ensure that employees have an appropriate amount of work to do and should regularly review this, for example at appraisals. A strong team culture, where employees are encouraged to openly discuss any problems will help. Managers should get to know their team members so that it becomes easier to spot any changes in behaviour, and so that the employees may approach them more readily, in confidence.

### Stress policy

A stress policy which sets out the symptoms of stress, together with details of how employees can help themselves and what support is offered by the employer is a positive step towards managing stress effectively. Please contact us for a policy if you require one.

### Top Tip

Employee Assistance Programmes (EAP) are benefit programmes that an employer can offer to help employees deal with personal problems that might adversely impact their work performance. Get in touch with us to find out more.



## Hot Topic: “Trust Me” - new employee background checks

Numerous cases of high level appointments of candidates that have lied about their qualifications serve as a stark reminder of the importance of carrying out pre-employment background checks to protect your organisation. The topical BBC drama “Trust Me” has highlighted the storyline of a nurse fraudulently working as a senior doctor within the accident and emergency department. Evidently, it is essential to choose the right person and make the appropriate checks to ensure their suitability for their role before they start work and that they are who they say they are.

Whilst an initial background check is to ask past employers for references, we know that these have had bad press recently and that many employers do not regard references as very useful. Concerns regarding legal action for any breach of data protection have resulted in a trend towards employers providing shorter, more factual references and you are unlikely to get the unguarded frank remarks on performance that may have been provided a few years ago. Even so it is still surprising that some businesses fail to check references prior to someone starting work. References can easily highlight any discrepancies in previous job title, current salary, duties undertaken and reasons for leaving - which can then be discussed with the candidate.

### Eligible and suitable employees

All employers have a legal obligation to check the right of all new employees to work in the UK - that includes checking passports to check their identity. Pre-employment background checks should always reflect the requirements of the job and should only investigate those aspects of the candidate’s past that are relevant. Checks can range from references from past employers to disclosure and barring checks (DBS) that checks, depending upon the level of check required, unspent convictions, cautions, reprimands and warnings, intelligence held by the police and safeguarding checks where people are checked against a barred list to see if they are unsuitable for working with children and adults; as well as credit checks, verification of qualifications and DVLA checks. Best practice is to inform candidates of any checks to be made early on within the recruitment process. This would enable early discussions of any concerns. A timely discussion with a candidate over any concerns may uncover inaccurate information, good reasons or mitigating factors to take into consideration.

### Compliance, safety and retention

The biggest obstacles to performing background checks are lack of time and money but most employers undertake background checks to ensure that they meet regulatory compliance, including checking the right to work in the UK as well as to: improve the quality of candidates; improve employer reputation by being perceived as thorough and diligent; enhance safety and security; and increase staff retention, or as required by the industry they work in.

### Appropriate steps to take

It is a good idea to ask candidates to complete an application form even if they have already sent you their CV. The benefit of an application form is that it can ask the candidate to sign to confirm that the information they are providing is accurate and truthful. A good application form will also ask for information that may not be included in a CV or covering letter, such as confirmation of eligibility to work in the UK as well as disclosure of unspent criminal convictions. The application form may also request contact details of referees and details about where the candidate saw the vacancy so that you can measure the effectiveness of your recruitment process.

Be aware that there are types of questions that employers are banned from asking potential employees in relation to the Equality Act. The key to good background checks is to identify those which are essential for the role, or which will provide useful information to assist you in making a good appointment and to apply a fair recruitment process. Background checks should not single out individuals for specific checks; checks requested should apply to all applicants for a specific type of role. You may then decide whether to undertake these checks in-house, or whether to outsource some of them. HR Solutions recently discussed several practical and appropriate steps to take in relation to HR best practice when carrying out pre-employment checks.

You can view the ‘Trust Me’ webinar recording at: [www.hrsolutions-uk.com/resources/videos-webinars-archive/](http://www.hrsolutions-uk.com/resources/videos-webinars-archive/)



## Client Survey Responses

HR Solutions do an Annual Client Survey to get your feedback which enables us to ensure that we continue to add value to your business as well as listen to any ideas for service improvements, or new services that will assist you in your business. We would like to thank all of our clients who took the time to complete the survey questions regarding our services which include the HR retainer, pay as you go, knowledge base, advice line, payroll, fixed fee recruitment, HR database and SME packages. Our client services are focused on providing timely and expert advice and the responses to our questions are extremely useful. If you have any feedback that you wish to raise outside of the survey, please contact your HR Consultant or one of the Directors directly.

### Our Professionalism

In answer to the questions about the friendliness and professionalism of our service delivery to you, we are pleased to hear that the survey results indicated that 97% of clients answered yes to friendliness. Further detail indicates that clients find our service via email and telephone very professional; and the remainder of respondents for which these questions were answered use our web based Knowledge Portal. We will continue to improve our staff training and professional delivery as we want to maintain long term relationships with you. We

are happy to hear of any further suggestions about how we can improve our service to you. We have built strong relationships with many clients who have been with us since we started over 16 years ago.

### Value for Money

Our survey results indicate that 96% of our clients rate our HR Consultants and Advisors as very knowledgeable or expert and 81% of our clients think that our services provided are Extremely Good Value, or Good Value for money. Over the past 12 months we have grown our team of consultants and advisors in order to ensure we are able to spend more time interacting with our clients and continue to provide quick response times. HR Solutions also operates a dedicated HR Knowledge function to ensure that the HR Operations team is briefed, trained and their knowledge is up to date on all changes to employment legislation. This enables the consultants to be consistent and confident in the insured advice and guidance they are providing to our clients.

### Testimonials

Our measure of success when it comes to customer service is customer feedback and testimonials. Our clients praised our advice and said they valued the fact they had their own dedicated consultant on hand to support their specific HR needs. We are pleased to share the following testimonials from our survey results:

“Being a relative newcomer to the HR profession, I have been greatly appreciative of the guidance and advice provided by HR Solutions over the past two years. Our consultant, Alison, is always available to speak to and as she has worked alongside Leathwaite for a long time, she knows the company inside out and is able to tailor her advice to how the company operates. This is something that cannot be underestimated. We are delighted to continue our working partnership with HR Solutions for the foreseeable future.”

**Laura Kwong, Leathwaite International**

Our experience with HR Solutions has been uniformly excellent. Aftab, who looks after us, is incredibly diligent, swift and helpful in supporting our needs, around recruitment, contracting and our policies. I am very happy to recommend HR Solutions to all businesses that need employment and HR advice and support at any and all times.

**Alex Kann, Community Channel**

“We are just a small local organisation but Carol has taken the time to get to know our needs and idiosyncrasies; she is always patient with our queries and treats us with respect.”

**Barbara Ward, BATIAS**

HR Solutions and Carol have been an invaluable support to our business. Excellent advice!

**Deb Jacob, Pioneer Foods (UK) Ltd**



# What's new with HR Solutions?

HR Solutions is growing. We would like to introduce the newest members of our team at HR Solutions:



## Alex Butt, HR Advisor

Alex provides case support to our advice line clients as well as supporting our HR consultants when needed. Prior to joining HR Solutions Alex spent many years working for some well-known companies such as Warehouse, Sainsbury's and Next as well as working in the NHS (Kettering General Hospital). Alex has a great deal of experience in managing large teams and can pass on her experience to our clients on the challenges involved.



## Atim Arden, Digital Marketing Executive

Atim's career spans overseeing marketing campaigns within the UK, Australia, New Zealand, USA and Canada. Prior to joining HR Solutions, Atim was busy creating and implementing content marketing and social media campaigns to help grow accountancy firms and agricultural internships worldwide. Atim will be growing the digital footprint for HR Solutions as well as providing added value to all our clients including partnerships, membership organisations and franchisors.



## Rakee Das, Business Development Manager - Partnerships

Rakee brings over 10 years sales and business development experience to HR Solutions, gained within the professional services, software and education sectors. Prior to joining HR Solutions, Rakee was a new business development executive in a top 50 National Law Firm, where she gained an interest in HR as well as comfortably exceeded sales targets whilst developing strong long-term relationships with clients.



## Internal Promotion - Karen Lovell, Senior HR Advisor Team Leader

HR Solutions are pleased to announce the internal promotion of Karen Lovell from HR Advisor to HR Advisor Team Leader. Due to further growth, this newly created position will provide further structure to the Advisory team. Originally starting her career in customer services in Selfridges, Karen became preoccupied with HR practices. She built a wealth of HR experience working for household name fashion retailers and Peninsula.

## Events

### SME Awards

HR Solutions are delighted to have been shortlisted for not one, but two business awards.

We are through to the finals of the SME Northamptonshire Business Awards in the 'Service Excellence' and 'Business of the Year Less Than 50 Employees' categories. Judges recognised that we offer 'outstanding assistance and advice' to our customers and demonstrate a 'boldness and imagination' that has resulted in exceptional business growth.

Greg Guilford, CEO, said: "Providing excellent customer service has really helped our organisation to grow. We started in 2001 with one client and have grown year on year through providing the very best service and HR advice possible. As we have grown, we have taken on staff and moved into offices that have grown with the business. Some of our clients have been with us since the beginning which tells us that we are doing something right."

The SME Northamptonshire Business Awards final takes place at the Mercure Daventry Court Hotel on Wednesday 25th October.

### SME 2017 Exhibition

HR Solutions invite you to come along to the SME2017 exhibition at the NEC in Birmingham on 3rd and 4th October where we will be exhibiting. Alison Blackhurst, HR knowledge Manager at HR Solutions, is a guest speaker and will be offering her expertise in relation to 'Staying Away from Tribunals'. The SME2017 exhibition will facilitate the biggest B2B networking opportunity of the year and is a great opportunity for

learning, innovation and inspiration for small to medium businesses. There will be 150 exhibitors and 105 speakers offering expertise to help businesses get smarter as well as funding options to help businesses accelerate growth. Register for your free ticket at: [www.sme2017.co.uk](http://www.sme2017.co.uk).

### Bluebird Care Conference

HR Solutions are delighted to congratulate our client Bluebird Care on winning Gold Franchisor of the Year at the recent BFA Awards. On Friday 29th September, HR Solutions will be exhibiting at the Bluebird Care Conference at The Queens Hotel in Leeds. Sue Watson, Operations Manager and Abi Ashford, Senior HR Advisor at HR Solutions will be pleased to chat to attendees about our HR Advice Line and Payroll Service as well as offering a free trial to our Knowledge Portal.

### Kettering Seminar

On Wednesday 22nd June 2017, HR Solutions held an Employment Law Seminar at Kettering Park Hotel, Kettering, Northamptonshire. Topics of our presentations included discussions about: Trade Union Act, tribunal processes, gender pay gap reporting, general data protection regulation (GDPR), employment status review and interesting cases. We would like to thank all of our delegates for attending, and hope that they found the update useful. If you wish to discuss any of the topics in more detail and how they may affect your business, please feel free to contact us for further advice. Our seminar presenters were Greg Guilford - CEO, Sue Watson - HR Operations Manager, and Alison Blackhurst - HR Knowledge Manager.

## Question and Answer

**Q** We have a number of different patterns for voluntary overtime – some do none, some do twice a month, some do 4 times a year, some do every other week. Nothing is regular and depends on the demands of the business. What do I have to do as I've read information on working time and holiday pay and it's not very clear what is counted as regular overtime. At the moment we do not include any overtime payments in with the calculation of holiday.

**A** The change came in from an employment tribunal appeal ruling in relation to working time and holiday pay nearly 3 years ago. In essence, workers should receive the same pay whilst they are on annual leave as they normally receive while they are at work so their holiday pay should be based on a normal week's pay. For shift workers or those who work more than their contractual hours, a "week's pay" is usually calculated by working out the average pay received over the previous 12 weeks in which they were paid.

However, the ruling only covered the 4 weeks' annual leave entitlement under the Working Time Directive, rather than the full 5.6 weeks provided by the Regulations.

A recent case, which was the first tribunal outcome on voluntary overtime (Dudley Metropolitan Borough Council v Willetts and others), ruled that regular voluntary overtime (and also regular payments for voluntary standby) should be included when calculating holiday pay.

However, guidance on what is classed as voluntary overtime is still vague and not definitive. One lawyer has said that "any voluntary overtime must have been worked over a sufficient period of time and/or on a recurring basis which will be a question of fact and degree in each case." There have been cases where a 5 week gap in overtime has been classed as 'normal'.

There are currently some cases going through the Northern Ireland tribunal system and some more definitive guidance might be forthcoming.

For now, the advice we can give is to check the working hours of people to see if their average paid hours are more than their contractual hours. Then calculate the amount of overtime (both voluntary and non-voluntary) and commission and other regular allowances (such as other premiums/travel time payments that are in excess of expenses reimbursement) that have been paid to your employees over the past year; then assess the effect of an increase in holiday pay if these are factored into the calculation for the first four weeks of each relevant worker's holiday pay each year. One quick way of estimating the possible increase is to compare the basic pay of such employees against their P60 earnings, and multiply the difference by either their total annual holiday entitlement or by the basic four weeks only.

You should also consider:

- tightening up on your record keeping procedures if necessary, to ensure that records of working time and overtime are accurate, and also check whether your payroll system can cope with calculating holiday pay in different ways, and over different reference periods.
- consider whether you will want to retain a "two-tier" holiday pay arrangement - with the first four weeks paid at a higher rate than the remainder.
- consider how you manage your overtime – i.e. only agreed overtime is paid.

As this is a very difficult situation you might wish to speak to us individually, providing more information once you have it.



### Tribunal fees

Over the past four years, the Trade Union, UNISON, has been challenging the fairness of the fees required when lodging an employment tribunal claim. The Supreme Court has recently ruled that the tribunal fees are "illegal" because they prevent access to justice (the fees are set at a level which acts as a deterrent to small value claims, and were not affordable by those on low to middle incomes), and they were also ruled to be indirectly discriminatory to women. The Government had made a voluntary commitment to reimburse all fees if it was found they acted unlawfully – this amounts to about £32M since July 2013, when the fees were introduced.

Therefore the Government has had to take immediate steps to stop charging employment tribunal fees and refund those who have paid.

### Brexit

A new bill called the European Union (Withdrawal) Bill 2017 was published in July and is designed to ensure that the same rules and laws will apply when we leave the EU. This Bill is currently going through Parliament. Basically it aims to:

- Repeal the European Communities Act, remove supremacy of EU law and return control to the UK
- Convert EU law into UK law where appropriate, giving businesses continuity to operate in the knowledge that nothing has changed overnight, and providing certainty that rights and obligations will not be subject to sudden change
- Create the necessary temporary powers to correct the laws that no longer operate appropriately, so that our legal system continues to function outside the EU.

A number of other bills are expected over the next two years, including a Customs Bill and an Immigration Bill which will establish national policy on immigration and address the status of EU nationals who remain here following Brexit. The Government is proposing 'settled status', a new immigration category that will entitle them to continue with broadly the same rights. Those who arrive after a cut-off date (not yet set) will be subject to a new, as yet unspecified, post Brexit immigration scheme.

So far it looks as though employment law will remain unchanged post-Brexit and we should have guidance on how to manage non-UK employees within the next two years.

### Change to State Pension Age

The Government has accepted a recommendation contained in a recent review that the State Pension Age should be increased to 68 at an earlier date – between 2037 and 2039. It was due to increase to this age between 2044 and 2046.

Whilst this is a long way off, people need to be planning for their future and employers should consider offering flexible working arrangements which can accommodate those who wish, or need, to work to this age but cannot work full-time due to poor health or caring responsibilities.

### Statutory Parental Bereavement Pay

The Government is now planning to introduce paid leave for working parents who suffer the death of a child. Currently employees do not have the right to paid bereavement leave, although many employers typically pay 2-5 days leave for the death of a close family member.



## Webinars

HR Solutions is holding monthly webinars on a range of HR topics and important changes that may affect your business. Please email us at [enquiries@hrsolutions-uk.com](mailto:enquiries@hrsolutions-uk.com) to register your interest in our webinars and we will be sure to send you an invitation.

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