

14 December 2023

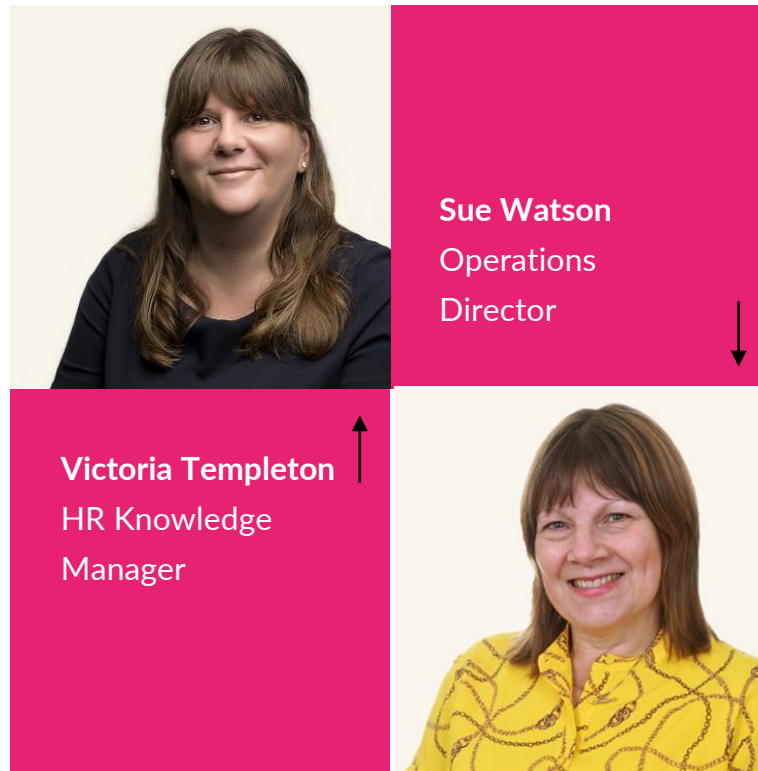
The HR Year Ahead: What are the key trends to watch?



Introductions



Meet the Presenters and Technical Support

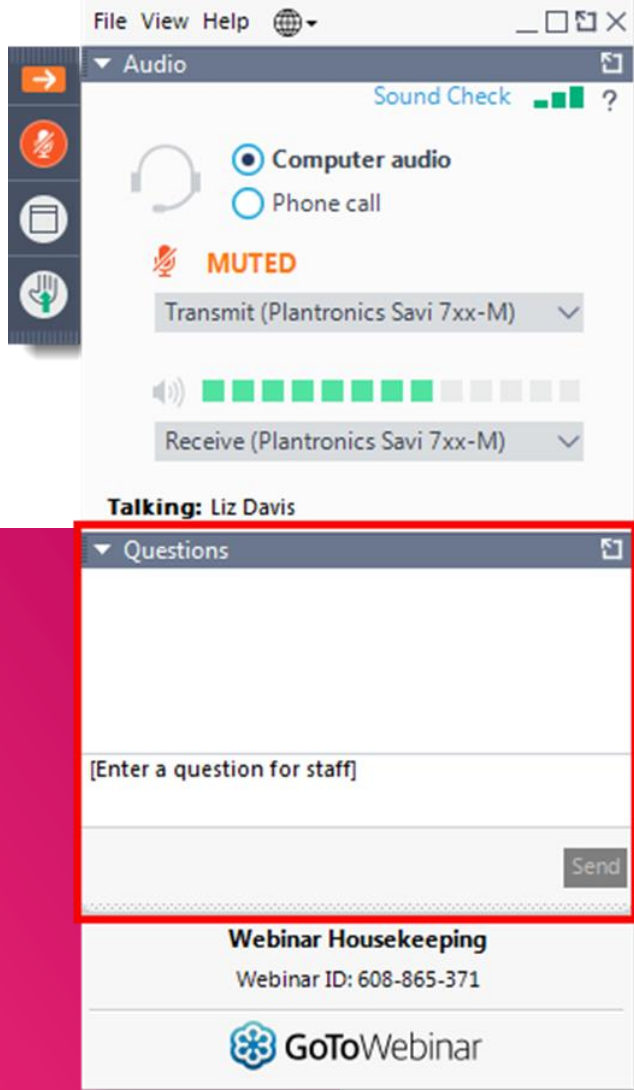






How to ask questions





GoTo Webinar Housekeeping

Time for Questions

Your Participation

Please continue to submit your text questions and comments using the Questions panel



Agenda

- **2024: The HR year ahead – what to look out for**
- Employment Law
- Q&A



2024: The HR Year Ahead – what to look out for



Recruitment & Retention

We asked....you said

80% had
recruitment
challenges

43% had
challenges with
skill shortages

24% had a
shortage of
candidates

15% had
challenges with
the time it takes
to hire

11% had
challenges with
rising demands
for hybrid working

7% had
challenges with
cost per hire

23% were
unable to meet
wage demands

Recruitment & Retention

- Apprenticeships
- Quiet Hiring
- Invest in Technology
- Data driven recruitment
- Preferred recruitment agencies
- Hybrid and remote working / flexible working



Resource Planning

- Resource planning a key business activity to address continuing recruitment and retention challenges
- Effective resource planning arises from having a strategic people plan that is aligned to the business plan
- Support the business in achieving success through its people by having the right skills and capabilities, in the right place, and at the right time.



Data and AI



- Data is key to decision making
- Meaningful management information enables leaders to make the right strategic decisions
- Keeping up with advancements in technology is also of great importance in order to remain competitive
- Artificial Intelligence is only going to be used more and more
- Ethical and legal considerations when using AI.



External influences



- Cost of living crisis
 - Increase in mental health related sickness absence
 - Increase in the number of employees taking on second jobs
 - Recruitment freeze
- Strategic people planning to support
 - Can you afford to introduce an EAP?
 - Review your benefits package
 - Cost of living support bonus
 - Reasonable time off to seek financial advice

External influences

- Potential General Election
 - Must take place at the latest, by 28 January 2025
 - Speculation around whether it could be 2024 (May or October)
 - Impact on business confidence
 - Potential for a new Government
 - A change in priorities



Agenda

- 2024: The HR year ahead – what to look out for
- **Employment Law**
- Q&A



Employment Law

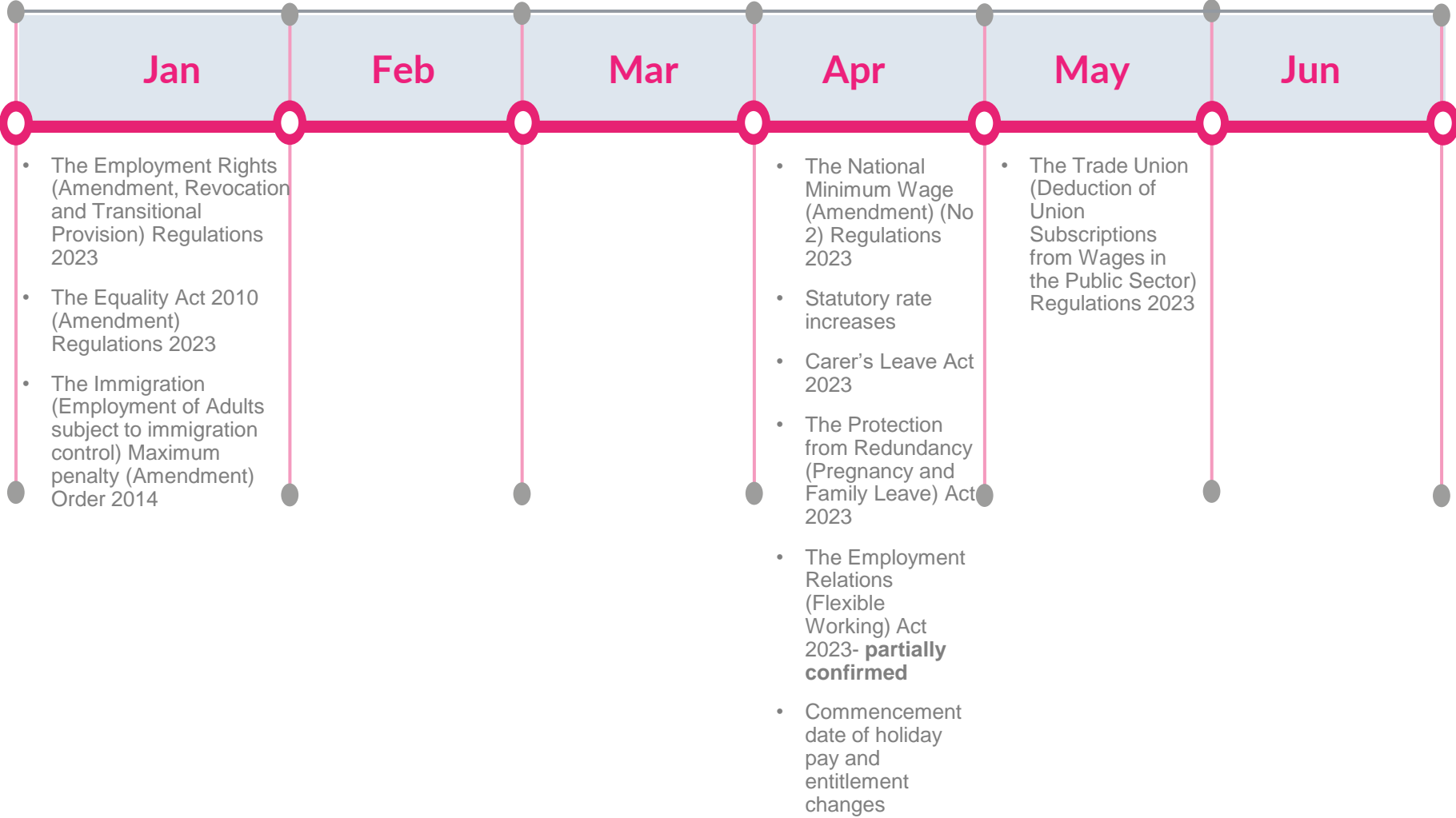


- Employment Law – significant changes on the horizon
- The Retained EU Law (Revocation and Reform) Act 2023 comes into effect 31 December 2023
- This Act revokes the majority of European legislation and case law that is currently underpinned in many pieces of UK legislation
- Other developments in employment law planned for 2024 unrelated to the Retained EU Law (Revocation and Reform) Act.

Employment Law Timeline

NB: Draft Regulations, therefore subject to change

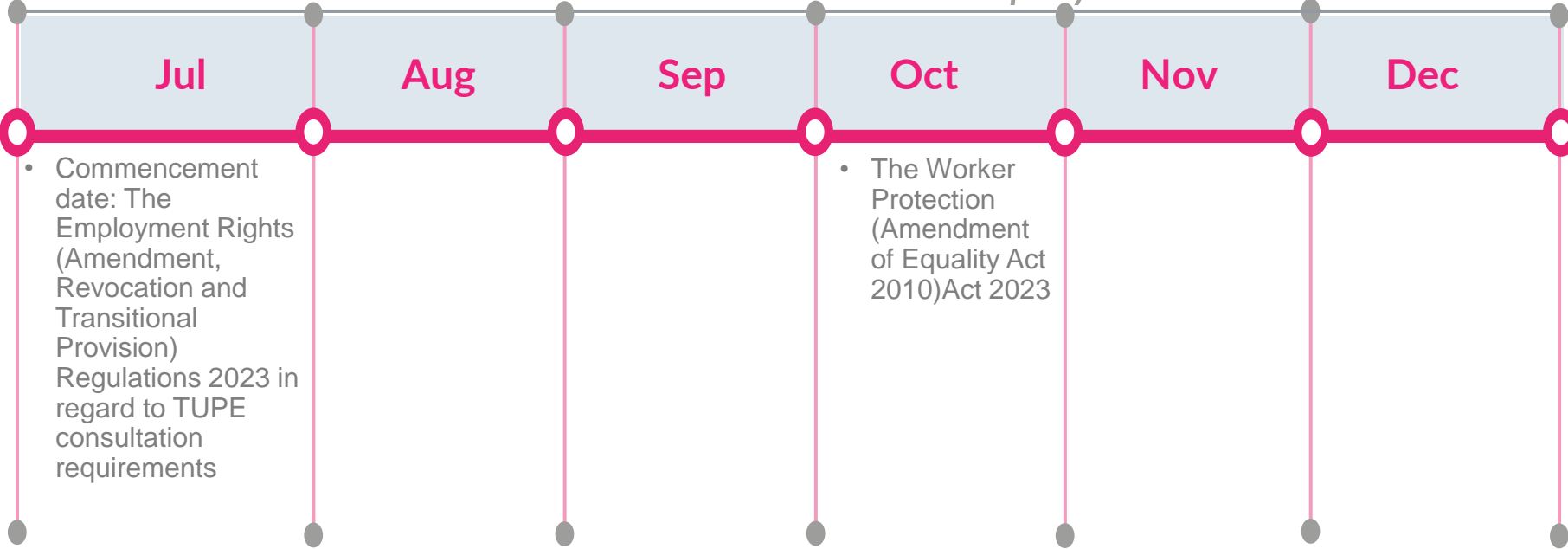
#Employmentlawtimeline2024



Employment Law Timeline

NB: Draft Regulations, therefore subject to change

#Employmentlawtimeline2024





Legislation- commencement dates to be confirmed

- Strikes (Minimum Service Levels) Act 2023
- Employment (Allocation of Tips) Act 2023
- Workers (Predictable Terms and Conditions) Act 2023
- Neonatal Care (Leave and Pay) Act 2023
- Pensions (Extension of automatic enrolment) (No2) Act



Employment Bills



Key Resources for 2024

- SME Business Survey Results – expected February 2024
- HR Solutions White Paper “Strategic HR Thinking for 2024: Aligning People and Business Strategy” – expected January 2023
- New template documentation to support new employment legislation on our Knowledge Base
- Virtual Employment Law Seminar
- Further details at the end.

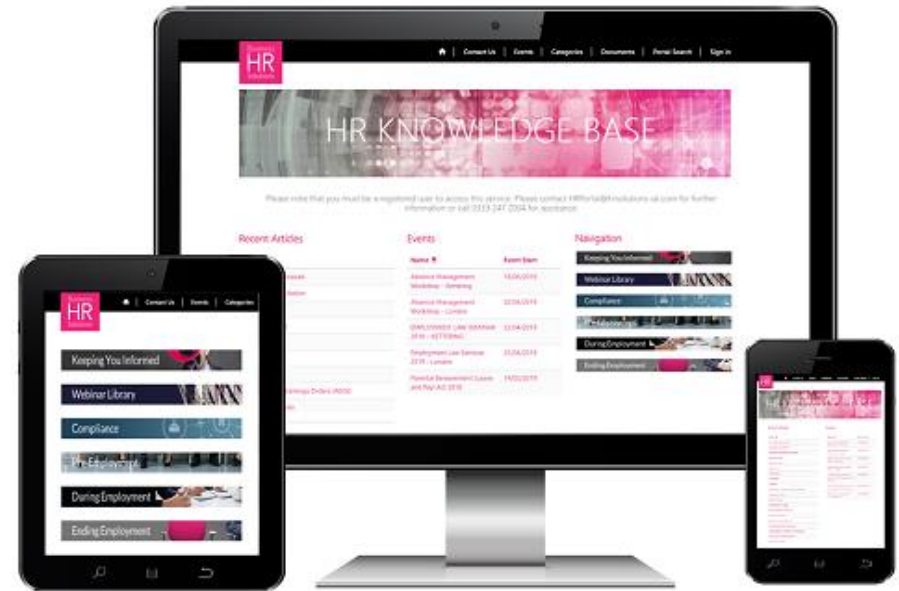




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- Equality, Diversity & Inclusion
- Managing Grievance
- Managing Disciplinary
- Employment Law
- ILM Level 3
- ILM Level 5



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30 January @ 10am
- **Tools for effective performance management at all levels**
15 February @ 10am
- **HR Solutions Virtual Employment Law Seminar**
28 March @ 10am



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Thank you

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