



C4HR NEWSLETTER



Welcome to 2016!

Here at C4HR we hope that 2015 has treated you well and that your business has seen some successes. In preparation for the forthcoming year ahead we thought you may appreciate us sharing some guidance on Employment Legislation, the National Living Wage and other hot topics from the world of HR.

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Employment Legislation Update

[New Employment Legislation Updates due in 2016](#)

As a business, staying abreast of changes in Employment Legislation is essential, as well as updates to current legislation. We provide detailed information on legislative changes on a regular basis through our blogging activity, but we thought you may appreciate a summary of what's coming your way in 2016, so here is a short summary:



National Minimum Wage

National Minimum Wage (amendment) Regulations 2016 will come into force on 1st April 2016.

There are **two** key areas within this amendment:

The penalty charge to employers for underpayment of the National Minimum Wage is being increased from 100% to 200% of the underpayment relating to pay reference periods which begin on or after 1st April 2016. The penalty charge is payable to the Secretary of State.

The National Living Wage is introduced at £7.20 per hour for adult workers aged 25 and over.

Zero Hour Contracts

The Exclusivity Terms in Zero Hours Contracts (Redress) Regulations 2015 came into force on 11th January 2016. The regulations make provision in relation to the right for eligible individuals on zero hours contracts (ZHCs) not to be unfairly dismissed or subjected to a detriment because they have breached a provision of their contract which prohibits them from carrying out work for another employer.

The Employment Tribunals Act 1996 (Application of Conciliation Provisions) Order 2016 will also come into force on 11th January 2016 which provides that claims for detriment and unfair dismissal in relation to ZHCs will be subject to the current ACAS early conciliation rules.

Whistleblowing

The Public Interest Disclosure (Prescribed Persons) (Amendment) (No.2) Order 2015 will come into effect on 1st February 2016. It amends the list of prescribed persons where whistleblowing disclosures must be made. A whistle-blower is protected by law and should not be treated unfairly or lose their job because they have 'blown the whistle'.

C4HR Support with Employment Legislation

If your business is looking for support to ensure compliance to current employment legislation then C4HR have the ability to provide this for you. Our friendly & reliable team of qualified HR experts can work with you to develop and implement people policies. We take pride in our excellence of complying to legislative requirements whilst still achieving outcomes that are both inspirational and motivational for your employees. Call us today on 0330 111 0251 to arrange a mutually agreeable time for us to discuss your requirements – your first initial HR Consultation is FREE.

National Living Wage

It seems the topic of the National Living Wage has been a hot topic for a lot of businesses during the start of 2016, but do you know what it is? Do you know what requirements are on businesses? We recently wrote about the National Minimum Wage which gave you some outline details on that topic.



What is the National Living Wage

The National Living Wage comes into effect on 1st April 2016. It will increase the minimum hourly rate for workers aged 25 or older from £6.70 to £7.20. The National Living Wage will rise each year to a target of 60 per cent of median earning by 2020, when it is expected to be above £9.00 per hour. George Osborne made the announcement in his budget last summer, which effectively dictated to the low pay commission a new wage floor for UK workers. It is estimated that 6 million people will be affected, adding £760 annually to pre-tax wages. This announcement initially seemed generous of Osborne, until it also became clear he planned to save £4.1bn this year by cutting tax credits from largely the same group of workers.

[Read More about the National Living Wage on the C4HR Blog](#)



CLICK HERE

Redundancy Advice

For some employers the start of 2016 has been a difficult one, and the latest headlines have been sharing stories of business closures and pending job losses. In the last week Walmart announced its shutting of 269 stores worldwide, and today see's announcements that **Tata Steel** is expected to cut more than 1,000 jobs in UK plants. Although at C4HR we like to focus on more positive topics, we thought it may be useful for some employers to understand some basic principles regarding redundancy situations and how best to handle them. **Appropriate Conduct – Setting an example**

[Communication is Key](#)

If your business is considering making some redundancies then one key element of getting it right is to ensure clear and concise communication to your employees. The mere whisper of the word 'redundancy' can send employees into blind panic, and can have an immediate impact on the profitability of your business simply due to a change in the motivation levels of your employees. Although an announcement of redundancies may not necessarily improve matters, at least your employees will have clear information to go on. There is a defined process when deciding if your business needs to make employee redundancies so our advice to you is to ensure you get expert HR Support. If you are facing this situation currently then feel free to contact us directly to receive your FREE initial HR Consultation for your business and receive some much needed redundancy advice, simply click **HERE**. We can then discuss the correct way forward

[Read More about redundancy advice on the C4HR Blog](#)



CLICK HERE

Introducing the C4HR A Team



**NEED EXPERT
HR or OD
SPECIALIST
SUPPORT?**

IF YOU HAVE A PROBLEM, IF YOU NEED EXPERT ADVICE, AND
IF YOU HAVE NO WHERE ELSE TO TURN. THEN YOU NEED.....

THE C4HR A TEAM

The C4HR A Team has been created to support organisations of all sizes with high quality HR/OD Specialist support as part of the "all round" service offered by C4HR.

Our Consultants are able to support you in a variety of ways and you will be able to source high quality HR/OD support via the C4HR A Team Directory when you need it.

The C4HR Support Team will work with you to identify a range of consultants to choose from and we will then manage your project with you to ensure your needs are met and your outcomes and timelines achieved.

Client Support

What is the C4HR A TEAM?

The C4HR A Team provides our customers with the capability, capacity and flexibility of HR/OD expertise when and where it is required. It does not replace the need for embedded HR/OD resources, but instead it provides additional or flexible consultants for specific projects, interventions or specialist consulting initiatives. The C4HR A Team members provide specialist expertise, working alongside the client, as part of the team, providing strategic and operational specialist services to support the implementation of plans/projects, thereby creating sustainable outcomes, results and tangible benefits.



TAKE ME TO THE C4HR A TEAM DIRECTORY

Members Benefits

Interested in joining the C4HR A TEAM?

The C4HR A Team Directory is open to all individuals that want to work flexibly and offer the highest quality HR/OD services. Our application process is easy to follow and is FREE for individuals.



TAKE ME TO THE C4HR A TEAM DIRECTORY



C4HR Mobile App

At C4HR we recognise that people want information delivered to them easily and instantly. That's why we have developed our very own App! Packed with information and news from the world of HR and hints and tips from our HR Experts.

Download the App today

Use this QR Code to Download the C4HR App or go to <http://cms.swiftbiz.co.uk/promo/c4hr>



Promotional Offers

2016 has begun with some exciting promotional offers at C4HR and we'd therefore like to share some of that good fortune by offering businesses the ability to take advantage of our winter promotional offers. So if you're a business in need of professional HR Support at an affordable price then the following offers may be worth a look. We have three promotional packages available at a reduced price – for a limited time only!



Option 1 – 1 Hour HR Support a month

Option 2 – Small Business Option of 2 Hours HR Support a month

Option 3 – Enterprise Option of 4 Hours HR Support a month

NEED HELP AND SUPPORT? CONTACT C4HR TODAY



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