



WELCOME TO OUR

April 2024 Newsletter

Hi, I'm Nicola, Director and founder at NCS HR Solutions. We've had busy month, here's what we've been up to at NCSHR..



This month we see some big changes to HR legislation that will impact all sizes of businesses, as a reminder these include:

- National Living Wage
- Paternity Leave
- Flexible Working Requests
- Carers Leave
- Calculating holiday pay
- Redundancy Protection

It is key that all business owners, managers and employees are aware of the changes, their rights and the process that should be followed with these updates.

If you're unsure how these changes impact you, your business and your teams, you can find out more information on my website [here](#).



We are a partner of **Breathe HR**, and can help to set up an affordable cloud based online employee management software.

Why try Breathe?

🌟 **Time Savings:** Save up to 4 hours per week with our user-friendly HR software

📊 **Cost-Effective:** Benefit from the most cost-effective HR software in the market

🔄 **Flexible Plans:** Enjoy commitment-free plans, cancel at any time.

🔧 **Tailored Solutions:** Customise your plan with additional modules and it was voted G2's most implementable HRMS, and a Top 25 HR Product of 2024 🏆

Start a free trial and you can take advantage of the Spring offer, an amazing 25% off your first 2 months if you purchase before the 1st May 2024.

What Breathe can help with:

- 📅 Holiday planning and requests
- 📁 Store company and people documents
- 📝 Manage appraisals and people performance
- 📊 Track and monitor sickness and absence

New feature:

🕒 Rota, Time and Attendance - helps organise your team and week

Please get in touch if you would like more information on starting your free trial...

Stress Awareness Month



With **work** being the **most common reason** for people being **stressed**, here are a few ideas on **how you can support your team** to ensure they put their health first, **reduce stress** and promote a balanced work-life ratio.



Flexible Work Arrangements

Offer flexible working hours or remote work options to accommodate personal needs.

Employee Assistance Programs (EAPs)

Provide access to counselling services, mental health resources, and support networks to help employees manage stress effectively.

Clear Communication

Ensure you have clear communication channels and provide regular updates to keep employees informed about company changes.

Workload Management

Monitor workloads and deadlines to prevent burnout, encourage realistic goal-setting, and promote a healthy work-life balance.

Workplace stress is reported to cost the UK economy £28bn per year.

Recognition and Appreciation

Recognise employee achievements and contributions through praise, rewards or incentives.

Training and Development

Offer training opportunities to enhance skills and confidence, empowering employees to handle tasks efficiently.

Social Support Networks

Create a supportive culture where employees can share experiences and seek advice from colleagues, reducing feelings of isolation and stress.

Please get in touch if you would like to chat through or would like some guidance on supporting your employees...